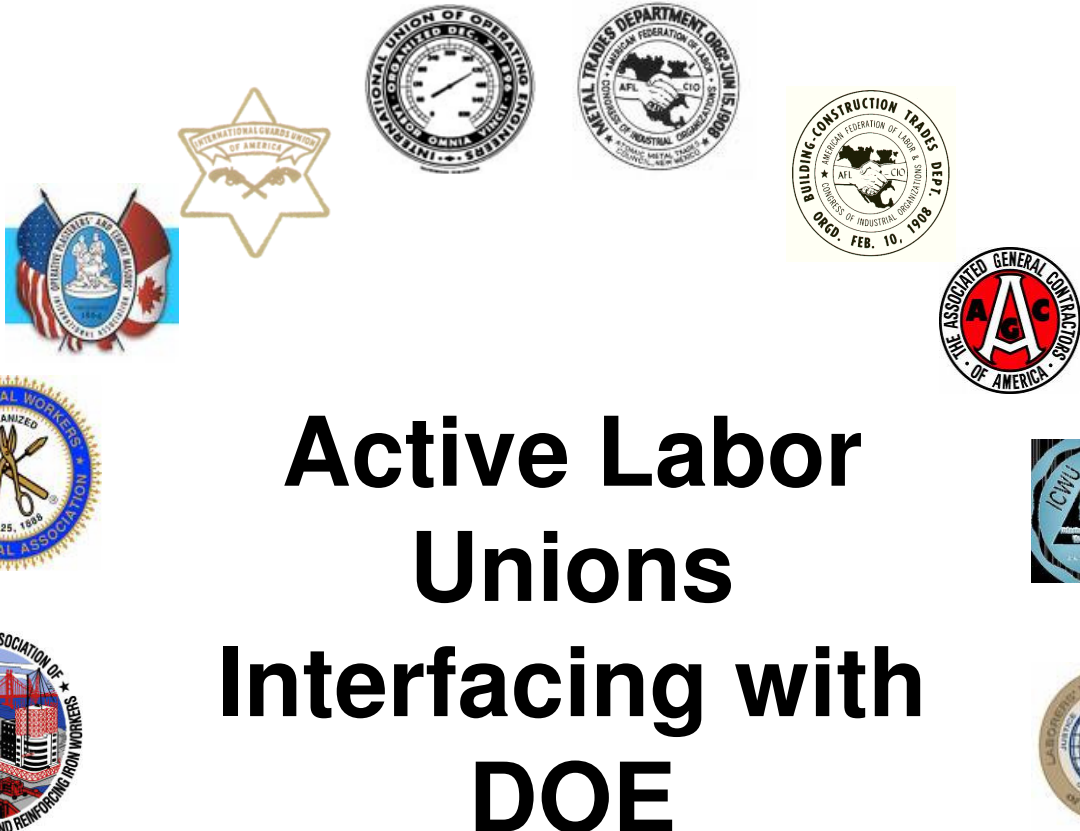
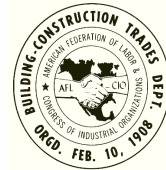
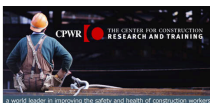




Information Book



Active Labor Unions Interfacing with DOE



May 2009

Introduction

Office of Health, Safety and Security

The Office of Health, Safety and Security (HSS) is the Department of Energy's (DOE) central organization responsible for health, safety, environment, safeguards, and security, providing corporate-level leadership and strategic vision to coordinate and integrate these vital programs. HSS functional areas include worker health and safety, security, policy and assistance, training, oversight and enforcement, security technology deployment, nuclear and weapons data classification, outreach and collaboration, and organizational sustainability.

Background – DOE and Labor Unions Interface: In recognition of the fact that labor unions provide an important perspective on worker safety and health matters, HSS established a Focus Group in March 2007 to initiate dialogue and interface among labor unions, DOE Program Secretarial Offices and stakeholders with interests and concerns related to health, safety and security across DOE. This information book is intended to provide an overview of what HSS has learned through our interface with representative labor unions and stakeholders since the inception of the Focus Group, along with accomplishments and current efforts to address identified areas of weakness. It is important to note that through the Focus Group efforts, DOE has engaged, and continues to engage labor unions and worker stakeholders such as the Volpentest HAMMER Education and Training Center, the National Institute of Environmental Health Sciences (NIEHS), the U.S. Department of Labor, the National Council of Security Police, Energy Facility Contractors Group (EFCOG), and site contractors.

The DOE-wide union map (page 6) included in this package reflects a current snapshot of the unions participating in the Focus Group. While the unions have provided data for this map as well as site-specific membership data tables shown on pages 7-8, these illustrations do not comprehensively depict every union and union member within DOE, but are representative of the major players with whom we have interfaced.

Accomplishments:

- DOE HSS has established, and continues to update, the HSS Public Outreach Website (<http://hssoutreach.doe.gov>) designed to provide quick access to information related to HSS initiatives, activities, events, documents, and collaborative enterprises as they relate to health, safety, security and the environment. In addition to the HSS Focus Group/Union activities, the website serves as a centralized health, safety and security related informational repository which can be populated and utilized by the labor unions and stakeholders.
- A Memorandum of Understanding between HSS and NIEHS has been established and the HAMMER Facility is engaged to support DOE worker health and safety training needs assessments and training model development, and will be working closely with the DOE National Training Center, as well as other HSS Offices (e.g., Corporate Analysis and Office of Health and Safety) with related functions.
- HSS is working with the labor union representatives and DOE stakeholders and contractors to ensure the effective implementation and support are provided under 10CFR851 (Worker Health and Safety Rule).
- A task matrix reflecting 2009 activities, agreed upon by HSS and labor union representatives, and reflecting the culmination of their discussions since the inception of the Focus Group has been developed for implementation by collaborative working groups that include DOE, labor union, NIEHS, HAMMER and DOE contractor representatives.
- The Building and Construction Trades Department Center for Construction Research and Training (BCTD CPWR) has responded positively to collective work in the development of synergies between the Department's Former Worker and Energy Compensation Programs as an output of the Focus Group forum.

Introduction, continued

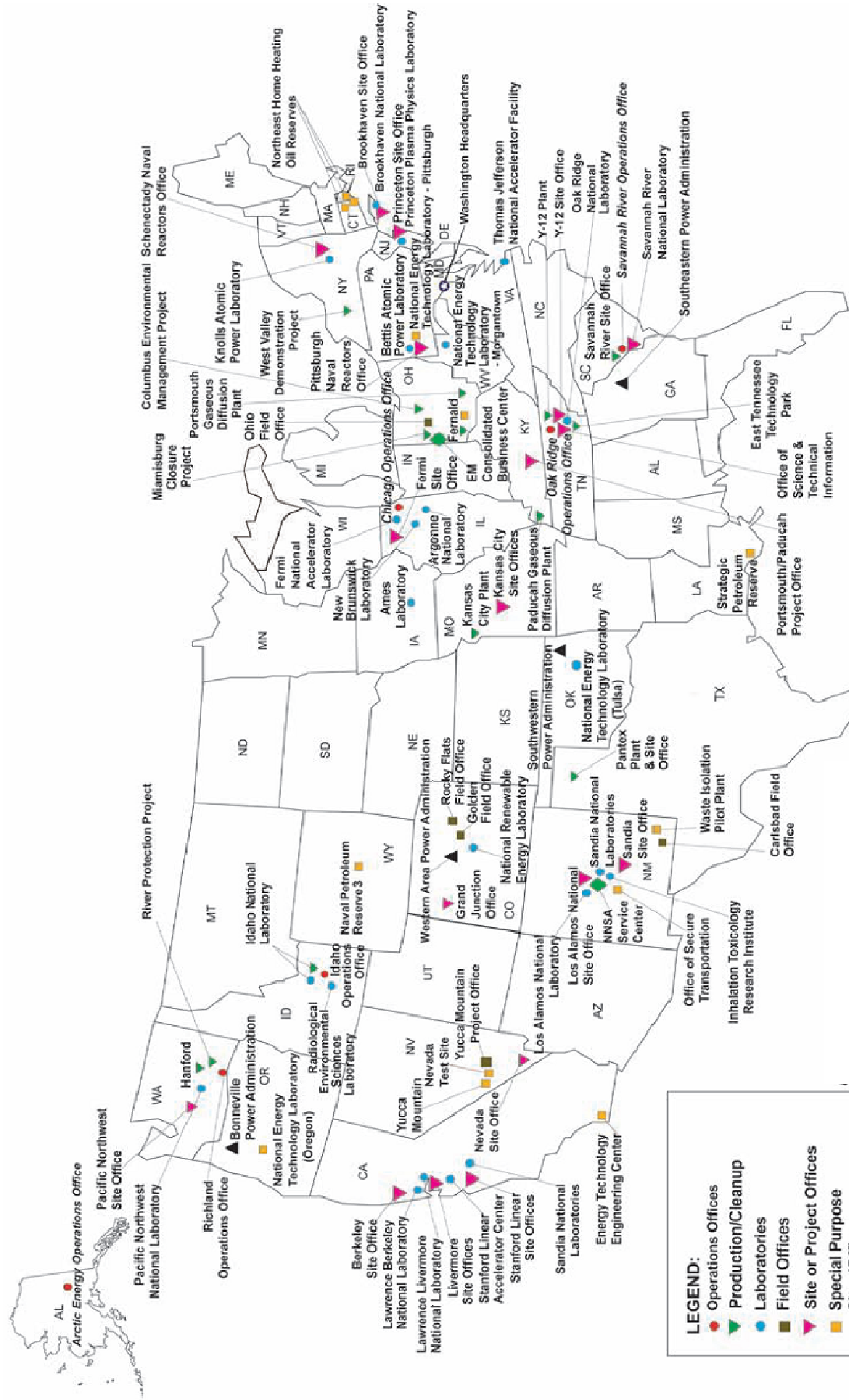
- HSS has received a positive response from many union representatives and their leadership with regard to the Focus Group efforts:
 - The Metal Trades Department President, Ron Ault, recently announced, “*The Department of Energy has revived its safety training and planning work groups under the leadership of HSS ...making a new effort to reach out to union representatives on DOE task groups.*”
 - Edward Sullivan, President of the BCTD CPWR wrote, “*I commend you for you efforts to engage union representatives in discussion on issues related to health, safety, security and the environment.*”

This information book is an acknowledgement to all of those labor unions and stakeholders (worker representatives) who participated in the HSS Focus Group forums. As a result of their efforts we have been able to open lines of communications, develop new working relationships, and hopefully have established a renewed trust in the Department’s efforts to ensure that every worker at every DOE site returns home every day from a safe and healthful workplace.

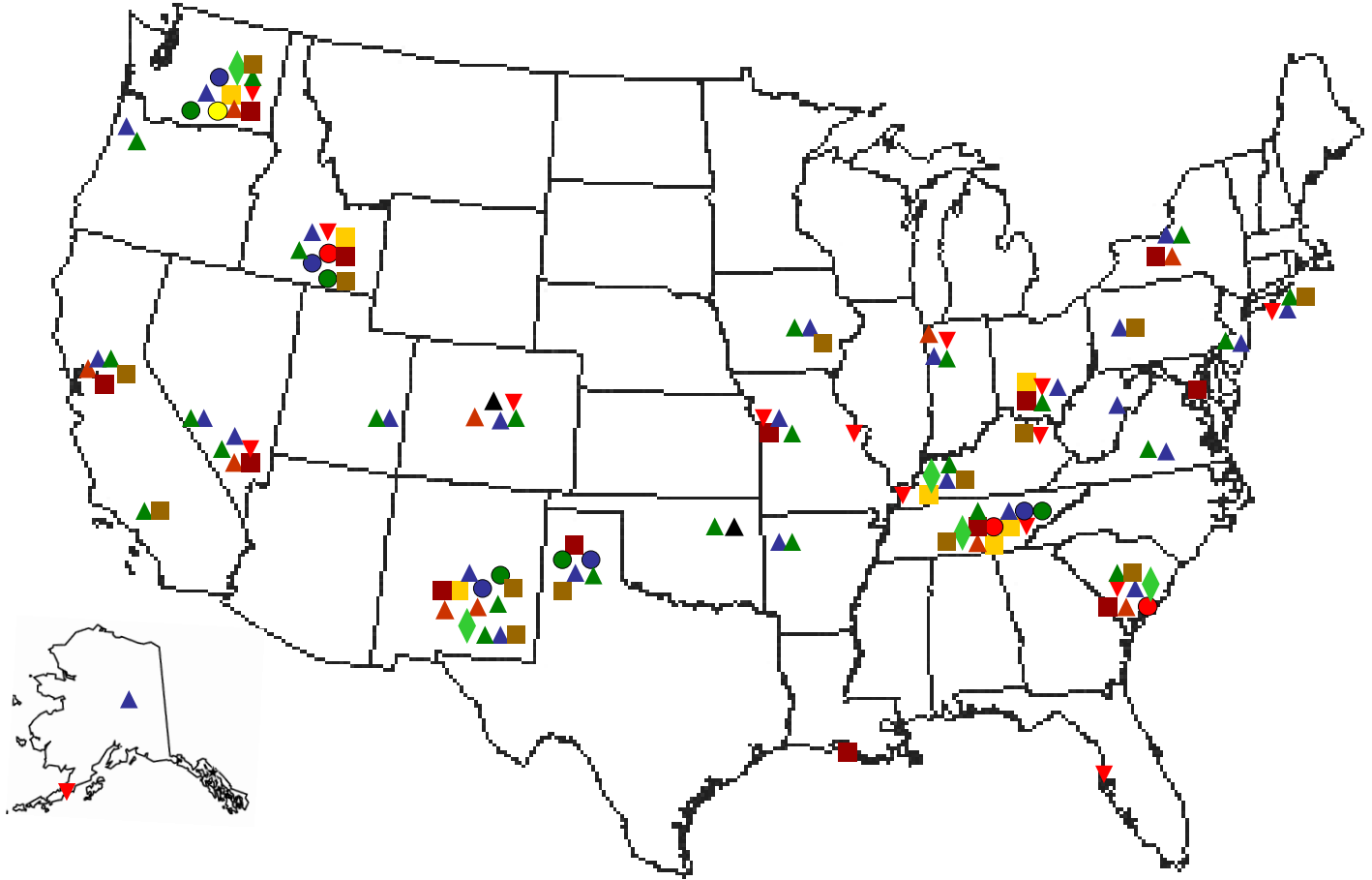
Table of Contents

Introduction	2
Map of DOE Facilities	5
Map of Active Labor Unions Interfacing with DOE	6
Tables of Unions and Members throughout DOE	7
1. AFL-CIO Metal Trades Department	9
2. Building & Construction Trades Department, AFL-CIO (BCTD)	13
3. AFL-CIO Building and Construction Trades Department (BCTD) Center for Construction Research and Training (CPWR).....	17
4. Building and Construction Trades: International Association of Bridge, Structural, Ornamental & Reinforcing Iron Workers (IABSORIW).....	21
5. International Brotherhood of Electrical Workers (IBEW).....	25
6. United Steel Workers (USW).....	29
7. Sheet Metal Workers' International Association (SMWIA).....	33
8. Operative Plasterers' and Cement Masons' International Association (OPCMIA).....	37
9. International Association of Fire Fighters (IAFF).....	41
10. International Union of Operating Engineers (IUOE).....	45
11. Building and Construction Trades Department Laborers' International Union of North America (LIUNA).....	49
12. International Chemical Workers Union Council / United Food and Commercial Workers International Union (ICWUC/UFCW)	53
13. Volpentest HAMMER Training & Education Center (HAMMER)	58
14. National Council of Security Police (NCSP)	64

DOE Sites and Facilities



Active Labor Unions Interfacing with DOE



- Metal Trades Dept.* (10,000 members DOE-wide)
- Building & Construction Trades Dept. (BCTD)
- ▼ Center for Construction Research and Training (CPWR)**
- ▼ International Association of Bridge, Structural, Ornamental & Reinforcing Iron Workers (IABSORIW)
- ▲ International Brotherhood of Electrical Workers (IBEW)
- United Steel Workers (USW)
- Sheet Metal Workers' International Association (SMWIA)
- ◆ Operative Plasterers' and Cement Masons' International Association (OPCMIA)

- ▲ International Association of Fire Fighters (IAFF)
- ▲ International Union of Operating Engineers (IUOE)
- ▲ Laborers' International Union of North America (LIUNA)
- International Chemical Workers Union Council / United Food and Commercial Workers International Union (ICWUC/UFCW)
- Volpentest HAMMER Training & Education Center (HAMMER)
- National Council of Security Police (NCSP)

Note: There are other important unions such as the International Association of Machinists and Aerospace Workers (IAM), that have yet to arrange initial meetings subsequent to 2007 and 2008 invitation.

* Metal Trades Department, Building and Construction Trades Department, etc. have many affiliates and subsidiaries of which some have directly interfaced with HSS and DOE.

** Indicates sites where CPWR Building Trades National Medical Screening Program are being conducted as part of the Former Worker Program (FWP).

Union Membership at DOE

AFL-CIO Metal Trades Department*	
Location	Members
HAMMER Training and Education Center	3,000
Y-12	2,000
Pantex Plant	1,200
Idaho National Laboratory	200
Sandia National Lab	600
Other DOE Sites	3,000
Total	10,000

International Brotherhood of Electrical Workers (IBEW)	
Location	Members
Southwestern Power Administration	56
Western Area Public Administration	366
Total	422

Sheet Metal Workers' International Association (SMWIA)	
Location	Members
Ames Laboratory	60
Argonne National Lab - West	2
Brookhaven National Laboratory	Numbers Vary
Carlsbad Waste Isolation Pilot Plant	12
G.E. Vallecitos Nuclear Center	6
Hanford	130
Lawrence Berkeley Laboratory	2
Lawrence Livermore Laboratory	6
Los Alamos National Lab	66
National Energy Technology Laboratory	6
Oak Ridge Reservation	60
Pacific Northwest National Laboratory	2
Paducah Gaseous Diffusion Plant	2
Pantex Plant	38
Portsmouth Gaseous Diffusion Plant	50
Sandia National Lab	62
Savannah River Site	50
Total	554

Building & Construction Trades Department (BCTD)	
Location	Members
Savannah River Site	1,047
Oak Ridge Site	900
Idaho National Lab	300
Total	1,200

International Association of Bridge, Structural, Ornamental & Reinforcing Iron Workers (IABSORIW)	
Location	Members
Hanford	240
Oak Ridge Site	140
Savannah River Site	117
Idaho National Lab	80
Portsmouth Gaseous Diffusion Plant	75
Pantex Plant	24
Los Alamos National Lab	20
Paducah Gaseous Diffusion Plant	8
Total	704

United Steel Workers (USW)	
Location	Members
Idaho National Engineering Lab	975
Hanford Site	858
Paducah Gaseous Diffusion Plant	700
Portsmouth Gaseous Diffusion Plant	671
Nuclear Fuel Services	320
Waste Isolation Pilot Plant	256
East Tennessee Technology Park	250
Total	4,030

Operative Plasterers' and Cement Masons' International Association (OPCMIA)**	
Hanford Site	
Los Alamos National Lab	
Oak Ridge Site	
Paducah Gaseous Diffusion Plant	
Savannah River Site	

CPWR (Building Trades National Medical Screening Program Being Conducted at the Following Sites)	
Amchitka	
Argonne West	
Battelle King Avenue	
Battelle West Jefferson	
Brookhaven National Laboratory	
Brush Luckey	
Fernald	
GE Evendale	
Hanford	
Huntington Pilot Plant	
Idaho National Laboratory	
Kansas City	
Mound	
Oak Ridge Site	
Paducah	
Pinellas	
Piqua	
Portsmouth	
Rocky Flats	
Savannah River Site	
Weldon Spring	
Yucca Mountain	

International Association of Fire Fighters (IAFF)	
Location	Members within 150 miles of site
Argonne National Lab	16,284
Lawrence Livermore National Lab	12,145
Rocky Flats Site	4,019
Oak Ridge Site	2,837
West Valley Demonstration Project	2,716
Nevada Test Site	1,929
Savannah River Site	1,520
Los Alamos National Lab	992
Sandia National Lab	965
Hanford Site	771
Total	44,178

Note: The union membership numbers are estimates of workers who have worked at these sites in recent months. The numbers may significantly fluctuate based on demands and site activities. Union membership estimates are not available for all unions at all sites.

* AFL-CIO Metal Trades Department membership also includes International Chemical Workers Union Council / United Food and Commercial Workers International Union (ICWUC/UFCW)

** Reflects the current primary sites with OPCMIA members.

Unions at DOE, continued

International Union of Operating Engineers (IUOE) – (Membership number varies at the following sites)
Acid/Pueblo Canyon Site
Argonne National Lab – West
Argonne National Lab East
Bayo Canyon Site
Brookhaven National Lab
Carlsbad Waste Isolation Pilot Plant
Energy Technology Engineering Center
Fermi National Accelerator Laboratory
General Electric Vallecitos Nuclear Center
Hanford
Idaho National Lab
Inhalation Toxicology Research Institute
Kansas City Plant
Lawrence Berkeley Lab
Lawrence Livermore Lab
Los Alamos National Lab
Moab (UMTRA Project)
National Energy Technology Laboratory (Pittsburgh PA, Morgantown WV, Tulsa OK, Fairbanks AK, Albany OR)
National Renewable Energy Laboratory
Nevada Test Site
Oak Ridge Reservation: Oak Ridge National Lab and Y-12
Pacific Northwest National Laboratory
Paducah Gaseous Diffusion Plant
Pantex Plant
Portsmouth Gaseous Diffusion Plant
Princeton Plasma Physics Laboratory
Sandia National Lab
Savannah River Site
SLAC National Accelerator Laboratory
South Valley Superfund Site
Southwest Experimental Fast Oxide Reactor
Stanford Linear Acceleration Center
Thomas Jefferson National Accelerator Facility
Tonopah Test Range
West Valley Demonstration Project

Laborers' International Union of North America (LIUNA)	
Location	Members
G.E. Vallecitos Nuclear Center	6
Lawrence Berkeley Laboratory	16
Lawrence Livermore Laboratory	27
Los Alamos National Lab, Bayo Canyon Site, Acid/Pueblo Canyon Site	232
National Energy Technology Laboratory	143
Oak Ridge Reservation	750
Paducah Gaseous Diffusion Plant	10
Pantex Plant	25
Portsmouth Gaseous Diffusion Plant	80
Sandia National Lab	6
Savannah River Site	140
Southwest Experimental Fast Oxide Reactor	111
West Valley Demonstration Project	Numbers vary
Total	1,546

Volpentest HAMMER Training and Education Center (HAMMER)	
Year	Number of Personnel Trained
2005	28,696
2006	21,415
2007	25,078
2008	50,566
2009 (Jan-Apr)	23,303
Total	149,058

National Council of Security Police (NCSP)	
Location	Members
Lawrence Livermore National Laboratory	200
Sandia – New Mexico	99
Sandia – Tonopah	30
Los Alamos National Laboratory*	332
Nevada Test Site	225
Kansas City Plant	46
Pantex Plant	507
NNSA Service Center	11
Y-12	510
Oak Ridge National Laboratory	74
Idaho National Laboratory	288
East Tennessee Technology Park	105
Hanford	196
Savannah River	472
Strategic Petroleum Reserve	170
Portsmouth Gaseous Diffusion Plant	110
DOE Headquarters	185
Total	3,560

Note: The union membership numbers are estimates of workers who have worked at these sites in recent months. The numbers may significantly fluctuate based on demands and site activities. Union membership estimates are not available for all unions at all sites.

* The Los Alamos National Laboratory security force is represented by the International Guard Union of America. This union is a former member of the NCSP, and is an active participant in the DOE global security family.



AFL-CIO Metal Trades Department

Interesting Facts Pertinent to DOE

- The Metal Trades Department is an umbrella organization with 17 AFL-CIO affiliates who function through local Councils that hold collective bargaining rights and signed agreements for the workers of all crafts and trades in all U.S. Navy Shipyards and a variety of other federal installations operated by the Bureau of Standards, the National Institutes of Health, the U.S. Coast Guard (USCG) and U.S. Army.
- The Metal Trades Department and its affiliate, the Atomic Trades and Labor Council (ATLC), serves as the bargaining unit representing about 2,100 workers at the Oak Ridge National Laboratory and Y-12 National Security Complex in Oak Ridge, TN.
- It is the representative of shipbuilding and atomic trades across the DOE complex.
- **It is the only department that organizes bargaining units and lobbies on behalf of entire industries.**
- It is represented on the Hanford Atomic Metal Trades Council which assists the DOE and its contractors in resolving employee concerns and issues related to environment, safety, and health at the Hanford site.
- It is also represented on the Volpentest HAMMER Education and Training Steering Committee chartered to assist in the development and sustainability of HAMMER through insight and recommendations regarding policies, strategies, and direction in reducing health and safety risks to workers.
- It has representation and collective bargaining responsibilities to eight Federal Employee Metal Trades Councils.
- It is notably involved in the rebuilding of the defense and commercial industrial base, and actively supports programs that promote nuclear power and independence from foreign oil. The union's leadership contends that union workers are integral to the expansion of heavy industries in the U.S. and that maintaining and rebuilding the U.S. manufacturing base are essential to the economic interests and national security. The union's leadership and members are also involved in the causes that advance the U.S. manufacturing initiative as well as improving K-12 education and apprenticeship training programs.
- The Metal Trades Department members are working around the world, often dispatched as "Tiger Teams" in support of the Department of Defense operations. The union represents the majority of wage-grade federal employees tasked with maintaining and operating major military facilities, including the USCG's only shipyard in Baltimore, MD and other USCG support facilities.



AFL-CIO Metal Trades Department

DOE-Related Issues

The Metal Trades Department...

- strongly supports presumptive standards for cold war era workers that would allow for timely compensation to those suffering from illnesses incurred as a result of their work for DOE, or as applicable, to their survivors.
- is actively pursuing resolution of concerns over the DOE labor policies that do not provide defined benefit plans or health care benefits for contractor employees.
- is in the midst of a labor dispute involving charges of unfair labor practice against DOE and Department of Defense for interfering with bargaining relationships; and against Bechtel Bettis at Idaho Falls National Laboratory for bargaining in bad faith, refusal to provide requested information for collective bargaining, and refusal to bargain over mandatory subjects of bargaining.

DOE Office of Health, Safety, and Security (HSS) Interface

Worker Health and Safety Training: A proponent of HAMMER-modeled training, the Metal Trades Department would like to work with DOE and other interested unions to mobilize this training to other DOE sites.

Former Worker Program/Energy Employees Occupational Illness Compensation Programs (EEOICP): The Metal Trades Department strongly encourages the active engagement of DOE in resolving the former worker compensation issues. DOE's Office of Worker Health and Safety has established an interface on activities related to the Former Worker Medical Surveillance and Energy Employee Occupational Illness Compensation Programs.

Strategic Initiatives: The Metal Trades Department has been engaged in outreach and collaboration efforts with DOE and participated in the HSS Visiting Speaker Program. The Metal Trades Department supports integrated strategic efforts of federal agencies and labor unions to support strategic missions, identify key strategic industries, and rebuild an infrastructure to develop and maintain national capabilities to last for the long term.

DOE Worker Health and Safety Requirements: DOE is working with the Metal Trades Department and other interested unions to enhance awareness, education and site-wide consistency in implementation of worker health and safety training requirements.



AFL-CIO Metal Trades Department

Total Membership: 5 million

The Metal Trades Department is a chartered trade department of the AFL-CIO representing twenty national and international unions to coordinate negotiating, organizing and legislative efforts of affiliated metalworking and related crafts and trade unions.

The International Federation of Professional and Technical Engineers petitioned the Metal Trades Department in 2008 for affiliation and was accepted as a full-fledged affiliate by unanimous vote. The United Steel Workers (USW) has also petitioned the for affiliation, but has not been voted on (although the USW currently enjoys all of the rights and privileges as a full affiliation).

The Metal Trades Department was the very first to issue and is the only labor organization to have all the "Change to Win" labor organizations as its solidarity charter members. These organizations include the Service Employees International Union (SEIU), the Fireman and Oilers Council, the National Association of Government Employees Council and SEIU locals in Tennessee, the United Food and Commercial Workers and their Chemical Workers affiliates, United Brotherhood of Carpenters, and the Teamsters. In total, the Metal Trades Department has 21 International Unions participating in the Metal Trades and Atomic Trades Councils in the U.S. and Canada. These international affiliates include:

- International Association of Heat and Frost Insulators and Asbestos Workers
- International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers
- International Brotherhood of Electrical Workers
- International Association of Bridge, Structural and Ornamental Ironworkers
- Glass, Molders, Pottery, Plastics and Allied Workers International Union
- Office and Professional Employees International Union
- International Union of Operating Engineers
- Operative Plasters and Cement Masons International Association of the United States and Canada
- Sheet Metal Workers International Association
- United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
- Laborers International Union of North America
- International Association of Machinists and Aerospace Workers
- International Chemical Workers Union
- International Brotherhood of Painters and Allied Trades



AFL-CIO Metal Trades Department



Ronald Ault

President

Prior to being elected as the Metal Trades Department's President, Mr. Ault served for four years as a General Representative of the Department. A former organizer with the International Union of Operating Engineers and a former business representative for the International Association of Machinists and Aerospace Workers, Ault is a career Labor Representative with more than 30 years experience.

Mr. Ault served a four-year enlistment with the U.S. Navy, including a tour of duty in Vietnam (1968-69). Mr. Ault went to work at the Norfolk Naval Shipyard in Portsmouth, VA in 1971 as part of "Project Transition", a DOD military/civilian special hiring program enacted during the Vietnam war for veterans to transition from the military to civilian jobs. At the Naval Shipyard, he graduated with honors from a four-year Inside Machinist apprenticeship program and served in various union positions. From 1980 to 1985, he served as president of the Tidewater Virginia Federal Employees Metal Trades Council and the Chairman of the Conference Committee at the Naval Shipyard. Mr. Ault served as Campaign Coordinator in the Metal Trades Department's successful drive for union recognition at the Avondale Shipyard in New Orleans and was the Chief Negotiator for the historic first union contract at the yard.



Building & Construction Trades Department, AFL-CIO (BCTD)

Interesting Facts Pertinent to DOE

- **Clean Energy:** The president of BCTD AFL-CIO has stated that “Investing in clean energy to create jobs is a smart idea. Nuclear energy, wind and solar are carbon free sources of electricity, they will all be important to our energy future. America’s 104 nuclear power plants produce 20% of our electricity without emitting green house gases. Despite our current economic difficulties, the demand for electricity is expected to grow by 25% over the next 20 years. Our economy depends on affordable and clean electricity. By building more nuclear power plants, tens of thousands of high paying skilled jobs will be created, many of those jobs will be filled by skilled workers from America’s building trades unions. Congress and the Obama Administration should ensure that nuclear energy plays a vital role in protecting our air quality and economic competitiveness.”
- The important work of the BCTD is in the detail and the daily implementation of policy. That work revolves around three crucial hubs of activity: Legislative and Governmental Affairs; Field Services; and Labor-Management Relations.
- BCTD also partners with the following industry organizations:
 - Nuclear Energy Institute (NEI): NEI is the policy organization of the nuclear energy and technologies industry and participates in both the national and global policy-making process.
 - Construction Users Roundtable (CURT): CURT is an autonomous organization that provides a forum for the exchange of information, views, practices and policies of various owners at the national level.
 - The Association of Union Constructors (TAUC): The Association of Union Constructors (TAUC) is comprised of over 2,500 such contractors that perform construction and industrial maintenance everyday throughout the U.S.
 - The North American Contractors Association (NACA): NACA is a unique organization of contractors who construct or manage projects for public and private owners throughout the U.S.



Building & Construction Trades Department, AFL-CIO (BCTD)

DOE Office of Health, Safety, and Security (HSS) Interface

DOE interfaces with many of the BCTD's affiliated national and international labor unions/organizations through the HSS Focus Group efforts. The BCTD-affiliated organizations include:

- BCTD Center for Construction Research and Training
- International Association of Bridge, Structural, Ornamental & Reinforcing Ironworkers
- International Brotherhood of Electrical Workers
- Laborers' International Union of North America
- Operative Plasterers' & Cement Masons' International Association
- Sheet Metal Workers International Association



Building & Construction Trades Department, AFL-CIO (BCTD)

Total Membership: Alliance of 13 craft unions, representing approximately 3 million members

About BCTD: The BCTD is an alliance of craft unions that are the best choice for highly skilled and highly productive construction labor. The BCTD and its affiliated member unions demonstrate a concerted commitment to world class skills development and training, coupled with a 21st Century labor/management model that is founded upon the principles of performance, pride, cooperation and partnership. For nearly a century, the BCTD has provided essential coordination and support to the work of its affiliated national and international unions in order that, through inter-trade solidarity, organized construction workers achieve a powerful voice in government, in bargaining, and in their communities.

The Governing Board of Presidents and Officers are assisted in implementing policy by the work of seven standing committees. The policies of the Governing Board are carried out by the BCTD Officers and Staff Departments, and through the efforts of 386 state, local and provincial councils in the U.S. and Canada.

The standing committees of the BCTD are: Apprenticeship and Training; the Canadian Executive Board; General Presidents' Committee on Contract Maintenance; Labor-Management Committee; Legislative Task Force Committee; National Organizing Committee; Women in the Trades Committee; and Safety and Health Committee. The chair of each standing committee devotes considerable time to lead the committee and works in concert with the staff of the BCTD.

Alliance: The BCTD is an alliance of the following 13 craft unions that represent approximately three million members:

- International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers
- International Association of Heat and Frost Insulators and Allied Workers
- International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
- International Brotherhood of Electrical Workers
- International Brotherhood of Teamsters
- International Union of Bricklayers and Allied Craft workers
- International Union of Elevator Constructors
- International Union of Painters and Allied Trades
- Laborers' International Union of North America
- Operative Plasterers' and Cement Masons' International Association of the United States and Canada
- Sheet Metal Workers' International Association
- United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
- United Union of Roofers, Water proofers and Allied Workers



Building & Construction Trades Department, AFL-CIO (BCTD)



Mark H. Ayers
President

Prior to his unanimous election on September 6, 2007 as President of the BCTD, Mark was the Director of the Construction and Maintenance Department of the International Brotherhood of Electrical Workers (IBEW), and as Chair of the National Maintenance Agreements Policy Committee (NMAPC). Prior to his tenure as the Director of the IBEW Construction and Maintenance Division, Mark was the Business Manager and Financial Secretary for IBEW Local 34 in Peoria, Illinois; and served as cofounder and chairman of the Central Illinois Chapter of NECA-IBEW Local 34 Quality Connection, and was the Secretary-Treasurer of the West Central Illinois Building & Construction Trades Council.

Mark attended the George Meany Institute for Labor Studies (now known as the National Labor College), the University of Wisconsin, the University of Illinois Institute of Labor and Industrial Relations, and the International Foundation for Employee Benefits. Mark has also served his country as an aviator in the United States Navy.

BCTD Governing Board of Presidents

- James Grogan – General President, International Association of Heat and Frost Insulators & Asbestos Workers
- Newton Jones – International President, International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers
- John Flynn – President, International Union of Bricklayers and Allied Craftsmen
- Edwin Hill – International President, International Brotherhood of Electrical Workers
- James R. Hoffa, Jr. – General President, International Brotherhood of Teamsters
- Dana Brigham – General President, International Union of Elevator Constructors
- Joseph Hunt – General President, International Association of Bridge, Structural, Ornamental & Reinforcing Ironworkers
- Patrick Finley - General President, Operative Plasterers' & Cement Masons' International Association of the United States and Canada
- James Williams – General President, International Union of Painters & Allied Trades
- Kinsey Robinson – International President, United Union of Roofers, Waterproofers & Allied Workers
- Michael Sullivan – General President, Sheet Metal Workers International Association
- William Hite – General President, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada
- Terence O'Sullivan – General President, Laborers' International Union of North America



AFL-CIO Building and Construction Trades Department (BCTD) Center for Construction Research and Training (CPWR)

Interesting Facts Pertinent to DOE

The Center for Construction Research and Training...

- Leads a national program that involves the development of new safety and health training curriculum and the delivery of a variety of training programs to thousands of construction workers annually.
- Provides hazardous waste training, refresher training and other programs required by construction workers employed at high-hazard DOE and EPA Superfund sites.
- Has a cooperative agreement with National Institute for Occupational Safety and Health (NIOSH) that focuses on occupational safety and health research; a cooperative agreement with National Institute of Occupational Safety and Health (NIEHS) that focuses on hazardous waste, disaster response, and minority worker training program; and a cooperative agreement with DOE to support the Former Worker Medical Screening program. CPWR also has a contract with the Department of Labor (DOL) to support employment verification of construction workers as part of the Energy Employees Occupational Illness Compensation Program Act (EEOICPA).
- Carries out a national screening program – the Building Trades National Medical Screening Program. This program provides medical screening and re-screening services for sites where the Former Worker Program (FWP) has been ongoing for a number of years, as well as at additional DOE sites. DOE sites covered include Hanford, Savannah River, Oak Ridge, Idaho National Laboratory, Fernald, Mound, Amchitka, Kansas City, Pinellas, Rocky Flats, Mallinckrodt, Weldon Spring, GE Evendale, Brush Luckey, Battelle West Jefferson, Battelle King Avenue, Huntington Pilot Plant, Piqua, Paducah, Portsmouth, Argonne West, Yucca Mountain, and Brookhaven National Laboratory.
- Provides support services to DOL's Office of Workers' Compensation Programs (OWCP) with employment verification in support of certain contractor and subcontractor claims under EEOICPA.



AFL-CIO Building and Construction Trades Department (BCTD) Center for Construction Research and Training (CPWR)

DOE-Related Issues

DOE Worker Health and Safety Requirements: DOE is working with the CPWR and other interested unions to enhance awareness, education and site-wide consistency in implementation of worker health and safety training requirements.

Worker Safety Training: CPWR promotes collaborations with DOE, NIEHS, and other unions to continuously improve safety and health training for all workers employed across the DOE complex.

DOE Computerized Accident/Incident Reporting System (CAIRS)/Occurrence Reporting and Processing System (ORPS): DOE is currently working to provide appropriate access to CAIRS and ORPS data which will be made available to interested unions for the purposes of identifying trends in injury/illness that could potentially be used to target training efforts and/or other interventions. (DOE CAIRS is a centralized mechanism to track safety metrics related to injury and illnesses. ORPS is a reporting tool for analysis and trending of occurrences/events reported throughout the DOE complex.)

Strategic Initiatives: CPWR has reported concerns about an aging workforce and the need to make accommodations for these workers while continuing to recruit new workers into apprenticeship programs. Reasonable accommodation for the aging workforce was identified as a challenge for the building and construction trades. DOE is working with the unions to address workforce sustainability issues at DOE sites.

DOE Office of Health, Safety, and Security (HSS) Interface

- **Former Worker Program (FWP)/Energy Employees Occupational Illness Compensation Programs (EEOICP):** HSS has been working with CPWR and other participatory unions to coordinate, increase and improve individual and combined outreach efforts with regard to FWP and EEOICP among DOE/DOL/FWP Principal Investigators.
- **CPWR DOE Training:** CPWR is instrumental in training hundreds of thousands of construction workers through programs funded by various government agencies of which DOE, through a Memorandum of Understanding with NIEHS, provides a large portion of the funding.
 - Environmental Training: CPWR provides safety and health training to thousands of workers annually to ensure a trained workforce at high-hazard DOE and EPA Superfund sites.
 - CPWR has requested DOE assistance in hazard recognition and injury prevention training.
- **DOE 851 Rule (Worker Safety and Health):** HSS is working with CPWR and other interested unions to enhance awareness and education, as well as, with ensuring site-wide consistency in rule implementation at DOE sites. CPWR data collection efforts reveal that DOE performs better than most employers of construction workers, based on national averages for fatality and injury rates.



AFL-CIO Building and Construction Trades Department (BCTD) Center for Construction Research and Training (CPWR)

Membership. Membership is comprised of a network of 50 organizations under CPWR umbrella to including national and local unions.

About CPWR. The Center for Construction Research and Training, formerly known as the Center to Protect Workers' Rights (CPWR), is a nonprofit organization originally founded by the BCTD (AFL-CIO) to conduct research on economic and other areas of interest to the BCTD. CPWR's comprehensive construction safety and health program is focused not only on research, but also on safety and health training, medical screening programs, and related safety and health services. It serves construction workers, unions, contractors, owners/users, and other industry organizations.

Through its partnerships with NIOSH, NIEHS, DOE, and DOL, CPWR has developed an impressive network of over 30 collaborating organizations, including universities, as part of its national construction safety and health research and training center. CPWR's national construction center is a key element of the NIOSH construction research program.

CPWR develops training primarily for workers represented by the 13 Building and Construction Trades Unions that comprise The Center for Construction Research and Training's Hazardous Waste Worker Training and DOE Construction Consortium. These workers are the journey workers and apprentices in the construction trades who perform a variety of activities involving hazardous materials and toxic waste at DOE restoration sites and Environmental Protection Agency Superfund sites. Working with toxic and hazardous substances requires additional training that is not normally found within the traditional joint labor/management training programs nationwide.

CPWR works in developing a critical core of Disaster Response Health and Safety Peer Instructors and training workers throughout the country who will train Disaster Site Workers as skilled support personnel.

CPWR and its partners are recognized by OSHA as both a national provider of training and certification for labor union safety and health trainers and as the Region 3 (Mid-Atlantic) OSHA Training Institute Education Center.

When workers or their families file EEOICPA compensation claims with DOL, DOE records may not verify their past employment on DOE sites. CPWR, in reviewing its union pension and health and welfare records, is working with DOL to verify and document eligible workers for claims where DOE records may prove inadequate.

CPWR has launched a national network of more than 200 health care providers in support of medical screening for occupational disease.



**AFL-CIO Building and Construction
Trades Department (BCTD)
Center for Construction Research and
Training (CPWR)**



Erich J. (Pete) Stafford

Director, Safety and Health Department, BCTD

Executive Director, CPWR

Pete Stafford is the Director of the Safety and Health Department, Building and Construction Trades Department, AFL-CIO and is responsible for occupational safety and health issues related to the building and construction industry. In this position, Mr. Stafford represents the National Building Trades on all safety and health matters, including research and training; and provides assistance to state and local councils in developing programs specific to regional needs and policies.

In addition, Mr. Stafford is the Executive Director of CPWR, a nonprofit research and development institute established by the Building and Construction trades Department of the AFL-CIO. Mr. Stafford also serves as Principal Investigator for the NIOSH Cooperative Agreement for Construction Safety and Health Interventions, the NIOSH Centers for Construction Safety and Health, and the NIEHS Cooperative Agreement for EPA and DOE Hazardous Materials Worker Health and Safety Training. Mr. Stafford authors applications for, and currently administers, \$17 million annually in Federal grant programs. As Executive Director of the CPWR, Mr. Stafford oversees all products/reports preparation and dissemination; direct marketing and public relations; and reports findings to construction union leadership.

Mr. Stafford is currently a member of the following professional affiliations:

- AFL-CIO Safety and Health Committee
- Building and Construction Trades Department Safety and Health Committee
- American National Standards Institute
- IMPACT-Ironworkers Labor-Management Advisory Committee
- HAMMER Medical Surveillance Subcommittee
- NORA 2 Construction Sector Council Co-Chair
- Building Trades Apprenticeship & Training Committee



Building and Construction Trades: International Association of Bridge, Structural, Ornamental & Reinforcing Iron Workers (IABSORIW)

Interesting Facts Pertinent to DOE

- The International Association of Bridge, Structural, Ornamental & Reinforcing Iron Workers (IABSORIW), or Iron Workers, is instrumental in training hundreds of thousands of construction workers funded by various government agencies of which DOE, through a Memorandum of Understanding with the National Institute of Occupational Safety and Health (NIOSH), provides a large portion of the funding.
- IABSORIW membership works at DOE facilities across the nation to include: Hanford, Oak Ridge, Idaho National Lab, Los Alamos National Lab, Pantex, Portsmouth and Paducah Plants, and Savannah River Site. IABSORIW has trained over 800 iron workers to work at these DOE facilities.
- IABSORIW is a proponent of the Volpentest HAMMER Training and Education Facility at Hanford where training is performed by actual trades people and full scale mock-ups are used as training aids. IABSORIW instructors have been responsible for conducting the 40-hour Hazardous Material Training at DOE facilities and also the 8-hour refresher and respirator classes for both DOE workers and management personnel.
- IABSORIW plays a large role in cleanup at the Hanford site, as well as at the HAMMER Training Facility.



Building and Construction Trades: International Association of Bridge, Structural, Ornamental & Reinforcing Iron Workers (IABSORIW)

DOE-Related Issues

DOE 851 Rule (Worker Health and Safety Rule): an area of concern for IABSORIW is the lack of uniformity in DOE 851 Rule training programs across the DOE Complex (to include contractor and subcontractor organizations).

Worker Health and Safety Training: A proponent of “hands-on” training, IABSORIW believes that a central DOE training group could standardize training models and delivery site-to-site to ensure complex-wide consistency in standardized curriculum and training format.

Compensation Plan: IABSORIW contends that legislative barriers, employment verification issues, multi-agency roles and involvement, and claimants who have died during the compensation process have been a recipe for failure in the efforts to respond to the claimants and/or their families. IABSORIW desires that proper compensations are determined and afforded to claimants in a timely manner.

Central Worker Data Tracking: IABSORIW is concerned about the transient nature of workers in the construction trades and thus, the need for a centralized worker data tracking system. It is particularly interested in the medical monitoring of workers exposed to beryllium.

Strategic Initiatives: IABSORIW is concerned about the aging workforce and the need for succession planning to ensure operational continuity, particularly in light of the inherent dangers of the craft.

DOE Office of Health, Safety, and Security (HSS) Interface

DOE Worker Health and Safety Training:

- HSS is working with IABSORIW and other interested unions to enhance worker awareness, education and site-wide consistency in implementation of worker health and safety training requirements.
- IABSORIW is willing to assist in the implementation of standardized training through the umbrella of the Building and Construction Trades Department.

Compensation Plan: IABSORIW contends that barriers to compensation for claims need to be addressed and removed because such compensation can be as critical to dependent families as to the victims/claimants themselves. The HSS Director of the Office of Worker Safety recently held a meeting with NIOSH and Department of Labor (DOL) to address these barriers.

Strategic Initiatives: IABSORIW is cognizant of the demographics and statistical trends (particularly with regard to fatalities) that directly impact the training, recruitment, and health and safety improvement programs of the IABSORIW. IABSORIW has shared with HSS and other unions its successful “incentivization” efforts to attract new workers and its efforts to ensure that all training needs and requirements are met through apprenticeship and journeyman programs. IABSORIW also partners with a variety of Federal and state agencies, as well as, other construction associations in a continual effort to maintain and sustain a safe workforce.



Building and Construction Trades: International Association of Bridge, Structural, Ornamental & Reinforcing Iron Workers (IABSORIW)

Total Membership: 128,000

About IABSORIW: IABSORIW was founded February 4, 1896. Its members in the U.S. and Canada work around the world on construction projects. Iron workers have the fourth most dangerous job in the world, behind commercial fishing, the logging industry, and aircraft pilots. As reported by the Bureau of Labor Statistics, Iron Workers represent the number one most dangerous construction job.

IABSORIW's affiliations include: The Volpentest HAMMER Training & Education Center Steering Committee, The Ironworker Management Progressive Action Cooperative Trust (IMPACT), DOL's Drug Free Workplace Alliance, Mine Safety & Health Alliance, Occupational Safety and Health Administration's Advisory Committee on Construction Safety & Health, and Mechanical Allied Crafts Council.

The Obama Administration has received a tremendous amount of input from the building trades and especially the Iron Workers. The Iron Workers have been consulted on issues ranging from workers rights, heavy construction and highway projects, infrastructure projects, the pension protection act, as well as many concerns of the building and construction trades industry that have not been addressed in the last several administrations.

The IABSORIW Drug-Free Workplace Program is one in which all Iron Worker companies and their members are subject to a Drug Testing Policy. The Iron Workers are looking to partner with other unions, such as the Boilermakers, to help lower the costs of drug testing.

The Iron Workers Safety and Health Department works to protect the health and safety of its members on the job. The Department is responsible for monitoring job site safety, compliance with safety guidelines, supervising safety training, and providing representation of the Iron Workers' interests to the Building and Construction Trades Department Safety Committee. The Iron Workers Safety and Health Department acts as a liaison between the government, the International Union, local unions, and individual ironworkers, and also provides advocacy on workers' health and safety issues.



Building and Construction Trades: International Association of Bridge, Structural, Ornamental & Reinforcing Iron Workers (IABSORIW)



Joseph J. Hunt
General President

Joseph J. Hunt was elected General President of the IABSORIW on February 23, 2001. A native of St. Louis, Missouri, he is a third generation ironworker. His father, Joseph Hunt, Sr., and his grandfather Jim Hunt both held offices in Iron Workers Local Union No. 396,

St. Louis. As his father and grandfather before him, Mr. Hunt had held numerous positions in Local No. 396 including that of Business Manager. In 1983 he was appointed a General Organizer and assigned to International Headquarters in Washington, D.C. He first served as Assistant to the Director of Jurisdiction and then became Assistant to the General Treasurer. During that time he also handled special assignments at the direction of the General President. In 1990 he returned to St. Louis and was elected President of the Iron Workers District Council of St. Louis. In 1994, Mr. Hunt was appointed General Vice President and in December, 1998 he was appointed General Treasurer.

In May 2001 Mr. Hunt was elected as an Executive Board Member of the Maritime Trades Department. On July 31, 2001 Mr. Hunt was elected as a Vice President of the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO). In August 2001 he was elected as an Executive Board Member of the Metal Trades Department. Mr. Hunt serves as a member of the Governing Board of Presidents of the Building and Construction Trades Department. He also serves as Secretary of the Board of Directors of the National Coordinating Committee for Multiemployer Plans. Since 2003 Mr. Hunt has served on the Board of Directors of Union Labor Life Insurance Company. On August 3, 2006 he was elected as Chairman of the Board of Union Labor Life Insurance Company.

Over the years he has served in many labor-related positions including Vice President and Executive Board Member of the St. Louis Building Trades Council, Executive Board Member of the Missouri Building Trades Council, Trustee and Executive Board Member of the St. Louis Labor Council, AFL-CIO, Chairman of the National Stack and Chimney Committee and Secretary of the Regional Committee of the National Infrastructure Alliance. He also served as Board Member of the Maria Droste Home, Trustee of the Arch Mutual Fund and Board Member of Firmco. He was appointed to both PRIDE (a local labor/management coalition) and the Missouri Atomic Energy Commission. While in St. Louis he also served as an Executive Board Member of the St. Louis Ambassadors and a Commissioner of Lambert St. Louis International Airport. A 1987 graduate of the Harvard University Trade Union Program, Mr. Hunt and his wife Jan have four children including son Joe, a member of 396, as well as nine grandchildren all currently residing in St. Louis.



International Brotherhood of Electrical Workers (IBEW)

Interesting Facts Pertinent to DOE

- IBEW members work aboard ships, on navigational locks and dams, on hydro- and steam-driven electric power generating plants, on power and communication transmission lines, and on many facility maintenance jobs in every branch of the government. IBEW members are employed by many federal agencies including DOE, Department of the Interior, Army Corp of Engineers, National Aeronautic Space Administration, Department of Defense (DoD) and Homeland Security, as well as all federal and private shipyards in the U.S. and Canada.
- The IBEW has been actively promoting nuclear, wind, solar and clean-coal technologies, working in partnership with utility companies and energy contractors to help move our nation toward renewable energy. IBEW locals across the country are taking their commitment to green energy and good jobs seriously by investing in renewable energy resources.
- IBEW is focused on succession planning, analyzing the knowledge gaps due to attrition, and working to maintain institutional knowledge, as well as addressing cross-training needs.
- The IBEW National Electrical Contractors Association sponsors an event during the May 2009 “Green Today, Jobs Tomorrow Conference” in which DOE and the Department of Labor are focusing on the Green Jobs Initiative as part of Michigan’s “No Worker Left Behind” program.
- IBEW strongly supports the Volpentest HAMMER Training and Education Facility at Hanford where training is performed by trades personnel and full-scale mock-ups are used as training aids.
- IBEW electricians are among the thousands of workers who have suffered serious illness as a result of exposure to radiation, beryllium, or silica from DOE workplace hazards over the past decades.



International Brotherhood of Electrical Workers (IBEW)

DOE-Related Issues

Worker Safety Performance: IBEW is concerned about worker safety performance, where over the past several years, there have been 40 to 50 fatalities per year in some industries. IBEW believes that the current DOE and Occupational Safety and Health Administration standards allows for much flexibility in interpretation and are not consistently applied and enforced at work sites. In addition, IBEW believes that DOE safety requirements and expectations are not adequately propagated from contractor to subcontractor(s) and from one site to another. In response to these issues, the IBEW has initiated a campaign utilizing industry-specific videos entitled, "State of the Union" where workers are provided the safety rules, as well as directions. The IBEW contends that if everyone followed the safety rules in a consistent manner, 99 percent of the problems would be eliminated.

Worker Health and Safety Requirements: IBEW has requested the support of DOE in improving standardization and compliance of worker health and safety requirements, with specific regard to consistency in the implementation requirements of the 851 Rule (Worker Health and Safety Rule) from one site to another and by all contractor workforces.

Strategic Initiatives: IBEW is working to address concerns relating to an aging workforce and the need for succession planning and training to maintain an experienced workforce.

DOE Office of Health, Safety, and Security (HSS) Interface

Strategic Initiatives: In response to concerns about aging workforce and loss of institutionalization of the construction and building trades' skills, IBEW is working to engage other unions in national apprenticeship initiatives, incentivizing training, and considering contractual vehicles to ensure the sustainability of the workforce. DOE is also engaged in discussions with the labor unions to address workforce sustainability issues at DOE sites.

Worker Involvement: The IBEW is an advocate of worker involvement from the initial through final stages in the development (and in subsequent reviews) of worker safety and health products/programs. The union contends that worker involvement promotes buy-in and a belief in the safety and health objectives. IBEW believes worker involvement will provide the best return on worker safety and health investments. Thus, IBEW highly recommends worker involvement (and union involvement) in the development of programs/requirements that impact worker health and safety at DOE sites.

DOE Worker Health and Safety Requirements: HSS is working with the IBEW and other interested unions to enhance awareness, education and site-wide consistency in implementation of worker health and safety training requirements.

Worker Health and Safety Training: IBEW would like to work with DOE in the area of worker health and safety training to ensure consistency in response and compliance with training requirements.



International Brotherhood of Electrical Workers (IBEW)

Total Membership: 750,000

About IBEW: The IBEW represents approximately 750,000 members including 220,000 in all sectors of the energy industry, who work in a wide variety of fields, including utilities, construction, telecommunications, broadcasting, manufacturing, railroads and government. The IBEW has members in both the United States and Canada and stands out among the American unions in the AFL-CIO because it is among the largest and has members in so many skilled occupations.

IBEW members work on such installations as the Tennessee Valley Authority and the Bonneville Power Administration, and in national laboratories like Sandia and Brookhaven. In Canada, IBEW members perform highly skilled electronics work in several departments of the Treasury Board of Canada.

A sizable segment of IBEW members works for the U.S. and Canadian governments. There is hardly an agency of the government that does not need trained IBEW electrical workers to carry out its purposes. In naval and coast guard shipyards, naval ordnance plants and various defense activities, electricians, linemen, gyro and electronics technicians, electric-crane repairmen, and others are essential to the defense of our nation and the safety of our people.

The IBEW is currently looking at its apprenticeship programs across the country and will also focus on legislation in Federal contracts as part of an effort to ensure requirements to maintain a skilled workforce. Current succession planning does not address DoD contracts or reflect nuclear efforts. The DoD contracts include language requiring mentoring programs to ensure transfer of institutional knowledge, including some high-end specialty skills.



International Brotherhood of Electrical Workers (IBEW)



Edwin D. Hill
International President

On January 29, 2001, Edwin D. Hill was appointed International President of the IBEW, AFL-CIO, and later elected President at the IBEW's 36th International Convention in September 2001. Ed Hill was unanimously re-elected as the International President at the IBEW's 37th International Convention in September 2006. Prior to Mr. Hill's appointment to International President, he served the IBEW for over three years as both International Secretary and International Secretary-Treasurer.

Mr. Hill brings to his office over fifty seven years of experience in serving the IBEW in many areas of the union's efforts. From his days as an apprentice in 1956, to his appointment and election as International President, Mr. Hill has dedicated himself to the welfare of the members. His concern for the financial stability of his union and the fiscal security of its members has led to his involvement as Trustee of the National Electrical Benefit Fund and as Secretary of the National Electrical Annuity Fund. Mr. Hill serves as a member of the Executive Council of the American Federation of Labor and Congress of Industrial Organizations. Mr. Hill also serves as Trustee of both the IBEW Officers and Representatives and Office Employees Pension Plans.

From 1982 to 1994, Mr. Hill held the office of IBEW Third District Office International Representative and from 1994 – 1997, as International Vice President. While at Local Union 712, Mr. Hill was active on various committees, President and cofounder of the Credit Union, served as Vice President and President from 1964 – 1970, and from 1970 to 1982, Business Manager. Ed served as Vice President and COPE Chairman for the Beaver County Central Labor Council from 1972 to 1977, and held posts on the Beaver County Building Trades Council from 1970 to 1978, serving as Treasurer, Vice President and COPE Chairman. He has also held positions on the Executive Committee and the Executive Council of the Pennsylvania State AFL-CIO from 1976 until 1997.

Mr. Hill's sense of community responsibility can be measured by his involvement in countless community based activities including: The March of Dimes, the YMCA, the Executive Committee of the United Way, Beaver County Council for Economic Development and the Governor's Committee for Economic Development serving as Chairman since 1995. In addition, he sat on the Advisory Boards of Penn State and Geneva College and serves on the Beaver County Medical Center's Board of Directors.

Mr. Hill attended Penn State and the University of Indiana. He had also completed labor courses at Penn State and at the George Meany Center for Labor Studies.



**United Steel, Paper and Forestry, Rubber,
Manufacturing, Energy, Allied Industrial
and Service Workers International Union
(United Steelworkers or USW)**

Interesting Facts Pertinent to DOE

- The USW is the largest industrial union in North America and represents over 4,000 workers at DOE nuclear weapons facilities.
- The USW Tony Mazzocchi Center provides training for DOE workers through the following programs: Hazardous Waste Worker Training; Hazmat Disaster Preparedness Training; and Nuclear Workers Training.
- The Tony Mazzocchi Center tailors its training programs for its members who work at DOE sites (primarily for site remediation and reclamation activities) and are at risk of exposure to hazardous materials. The Center also trains members who work on demolition, decommission, and decontamination projects at Treatment, Storage and Disposal facilities.
- USW has well-recognized health and safety training programs which has fielded more than 200 national trainers who are involved in recruiting and training workers.
- USW is a member of the Volpentest HAMMER Training and Education Steering Committee, a Hanford-based consortium of national and international union leaders, DOE, other federal agencies, state, and stakeholders all of whom share a common commitment to reduce health and safety risks to workers and the public.
- The USW is one of the first industrial unions to support comprehensive climate change legislation and is a leader in the labor movement on the environment. The USW General President serves as a commissioner on the National Commission on Energy Policy and is a founding member of the Blue Green Alliance, which brings together unions and environmental groups to promote policies and solutions that spur growth and investment in “green” technologies and products.



**United Steel, Paper and Forestry, Rubber,
Manufacturing, Energy, Allied Industrial
and Service Workers International Union
(United Steelworkers or USW)**

DOE-Related Issues

DOE 851 Rule Implementation: The USW reported lack of consistency in health and safety program integration with regard to the 851 Rule (Worker Health and Safety Rule) and believes that inconsistent contractor implementation of the 851 Rule is a workplace safety issue. In addition, the USW noted that enforcement plans were submitted without union involvement and would like to see union resources engaged in their development.

Union Utilization: The USW prefers that contractors utilize unions as a resource in such areas as risk assessment and accident investigation. USW contends that it is cost-inefficient to pay the contractors to do what the unions can do without additional costs, (i.e., through the use of the existing DOE/National Institute for Environmental Health Sciences funding vehicle).

Incident/Accident Prevention Training: The USW believes that additional and co-located training on incident/accident prevention is needed to adequately respond to worker health and safety needs.

DOE Office of Health, Safety, and Security (HSS) Interface

Worker Health and Safety Training: The USW actively supports training efforts beyond regulatory compliance and has developed a Triangle Prevention Program, which is a worker-run program that involves accident investigations, recommendations for prevention, and resolution of safety concerns. This program is currently utilized by 40 commercial companies, one DOE site, and is under consideration at several other DOE sites.

DOE Worker Health and Safety Requirements: USW is working with DOE and other interested unions to enhance awareness, education, and site-wide consistency in implementation of worker health and safety training requirements. Under the leadership of the DOE National Training Center, USW will participate in health and safety training gap analysis, with particular focus on the 851 Rule implementation.

Former Worker Program (FWP)/Energy Employees Occupational Illness Compensation Programs (EEOICP): DOE has been working with USW and other participatory unions to coordinate, increase, and improve individual and combined outreach efforts with regard to FWP and EEOICP.

Safety Culture: An identified mutual area of interest for both the USW and HSS is the recognition of the need for the development of a safety culture at DOE sites. HSS reported that, in recent meetings with the Deputy Secretary of Energy, there has been some discussion surrounding the current DOE rules-based culture that focuses on a seemingly multitude of requirements, rules, policies, and guidance comprised of language that may inhibit providing clear, understandable expectations, rather than serve to institutionalize the safety culture for which they are intended.



United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers or USW)

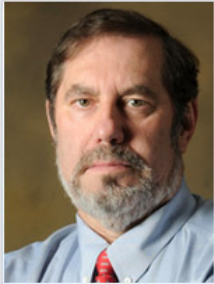
Total Membership: 850,000 in North America

About USW: The USW is the largest industrial labor union in North America, and claims over 1.2 million active and retired workers within its ranks. Headquartered in Pittsburgh, PA, the United Steelworkers represents workers in the U.S., Canada, and the Caribbean. The United Steelworkers represent workers in a diverse range of industries, including primary and fabricated metals, chemicals, glass, rubber, heavy-duty conveyor belting, tires, transportation, utilities, container industries, pharmaceuticals, call centers and health care.

Of its 850,000 members, most of the USW's atomic workers come from the merger with the Paper, Allied-Industrial, Chemical and Energy Workers International Union (PACE). The USW's scope of involvement includes administration of grant training, accident/fatality investigations, medical surveillance programs, assisting local unions with safety and health problems, the development of health and safety fact sheets, and international training. International incentivization includes global harmonization of hazard communications and response to international requests for assistance from which benefits are derived globally; common issues and experience can be transferred country to country. The USW conducts international work through U.S. government institutions, as well as the International Labor Organization, a tripartite United Nations agency that brings together governments, employers and workers of its member states in common action to promote decent work throughout the world.



**United Steel, Paper and Forestry, Rubber,
Manufacturing, Energy, Allied Industrial
and Service Workers International Union
(United Steelworkers or USW)**



Leo W. Gerard
International President

In his first full term as USW International President, Leo W. Gerard has launched a wide range of new initiatives that have brought more than 350,000 workers into the union's ranks — a sixty-percent increase. In addition, the union has utilized strategic bargaining to secure tens of thousands of jobs throughout North America, strengthened workers'

bargaining leverage by forging strategic alliances with unions across the globe, and advanced the USW's historic leadership in coalitions committed to protecting the health, safety, and environment of workers, their families and their communities.

Under Gerard's leadership, the USW has also won tariff relief that helped save the American steel industry, a Workers First law in Canada that gives workers top priority for consideration in corporate bankruptcies, and the landmark Westray Bill that makes corporations criminally liable when they kill or seriously injure their employees or members of the public.

The union's growth over the past four years includes mergers with the American Flint Glass Workers, the Industrial, Wood and Allied Workers of Canada (IWA), the Paper, Allied-Industrial, Chemical and Energy Workers International Union (PACE), the Brotherhood of Maintenance of Way Employees (Canada), and other smaller independent unions. These mergers and the union's continuing commitment to organizing new members have made the new United Steelworkers — officially the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union — the largest industrial union in North America and the dominant union in paper, forestry products, steel, aluminum, tire and rubber, mining, glass, chemicals, petroleum and other basic resource industries, in addition to a growing membership of more than 130,000 members in the service sector.

Gerard has also led the effort to restore the financial strength of the USW's Strike and Defense Fund, and launched a union-wide Building Power program designed to educate and mobilize the membership for continuing success in collective bargaining, expanded communications and organizing capabilities, and for renewed political activism to protect and improve the economic security and quality of life for workers, their families and their communities.

The son of a union miner, Gerard started working at Inco's nickel smelter in Sudbury, Ontario at age 18. Inspired by a lifelong commitment to economic and social justice, Gerard rose through the ranks to become the first president of the new USW. Before being elected to his first full term by acclamation in 2001, Gerard had served as the Steelworkers' seventh international president, having been appointed to the presidency by the union's International Executive Board.



Sheet Metal Workers' International Association (SMWIA)

Interesting Facts Pertinent to DOE

- SMWIA is a strong advocate of the Volpentest HAMMER Training Facility at Hanford as a user facility training model. Mr. Mike Sullivan, the SMWIA General President, is also the HAMMER Steering Committee Executive Board of Directors Vice-Chair.
- DOE projects that construction of the 15 new reactors currently undergoing licensing review will require approximately 2,500 sheet metal workers, 2,700 pipefitters, 2,900 electricians, 1,800 construction professionals, 600 boilermakers, and 2,900 iron workers.
- SMWIA's Sheet Metal Occupational Health Institute Trust (SMOHIT) was founded to address the impact of decades-long asbestos exposure on sheet metal workers. The ongoing Asbestos Screening Program has expanded to screenings and research on other hazardous materials and is the cornerstone of SMOHIT's efforts and has expanded to being the industry's leading resource for health and safety products and services to include cutting-edge training.



Sheet Metal Workers' International Association (SMWIA)

DOE-Related Issues

- SMWIA is concerned about workforce sustainability and would like to collaborate with DOE and other unions to address the mutual challenges of an aging workforce, loss of institutionalization of the construction and building trades' skills, and the need to identify ways to encourage and interest young people in apprentice programs to develop skills and gain the experience that is needed to maintain a skilled workforce.
- SMWIA supports the creation of a central worker information database to enable site-to-site tracking of worker data such as qualifications/training, work experience, as well as any workplace-related illness, injury, and exposure.
- SMWIA promotes the need for standardization of requirements and site-wide and complex-wide consistency in the implementation of worker health and safety training requirements. The union recommends the following standards:
 - OSHA 10-hour safety training for workers prior to gaining work access to DOE sites
 - Complex-wide training requirements that are supported by the National Institute of Environmental Health Sciences safety model for support to all building trades and sub-crafts.
 - DOE 851 Rule (Worker Health and Safety Rule) requirements as an onsite delivery training initiative or pre-work requirement.
 - SMWIA would like to see the utilization of the Volpentest HAMMER Training and Education model for hands-on training with peer group instructors in local training facilities.

DOE Office of Health, Safety, and Security (HSS) Interface

Worker Health and Safety Training: SMWIA has proposed a partnership with DOE to develop a center that would serve to resolve mutual safety concerns of all the crafts. Specifically, this center would address and promote areas such as standardization of required refresher training/certification renewal.

In conjunction with DOE's interests in expanding the HAMMER training model, the SMWIA has offered to assist DOE in the development and implementation of such training programs to DOE workers.

Central Worker Health Data Tracking Capability: A common area of interest for both DOE and the labor unions is the ability to collect and track worker data for a dynamic workforce. SMWIA supports the need for a central repository of information which would enable site-to-site tracking of worker data to include qualifications/training and experience, as well as monitor illness, injury, and exposure.



Sheet Metal Workers' International Association (SMWIA)

Total Membership: 150,000

About SMWIA: The Sheet Metal Workers' International Association represents 150,000 craft persons with almost 200 affiliated local unions covering all 50 States and the Canadian Provinces. Sheet metal workers perform architectural metal work, installation and service of heating, ventilating and air conditioning systems, shipbuilding and more.

Sheet Metal Workers are unique in the construction industry as the only trade that designs, manufactures and installs its own products. These skilled craftspersons take ordinary types of flat metal and make them into specialized products for various duct and ventilation systems, as well as architectural and specialized metal fabrication. Members of the trade are proud of its special distinction – they not only build, they create.

The SMWIA Government Affairs Department promotes the union by testifying on Capitol Hill, lobbying members of Congress on issues that matter to members, coordinating with local unions to empower members at the local level and by working with the SMWIA's fellow AFL-CIO unions. The SMWIA Government Affairs Department works for the interests of members and their compensation for asbestos victims through its lobbying and political activity as well as ergonomic reform and we are fighting against the attack on OSHA workplace safety provisions.

The Building and Construction Trades Departments Center for Construction Research and Training collaborates with the SMOHIT to study the health hazards of the sheet metal industry.

The training SMWIA members receive is done through a 4-year apprentice program, on-the-job and extensive classroom training. Our journeymen continue to advance their skills and certifications utilizing our world class training centers to stay abreast of changes in technology and work practices.



Sheet Metal Workers' International Association (SMWIA)



Michael J. Sullivan
General President

Michael J. Sullivan, a second generation Sheet Metal Worker, has been General President of the Sheet Metal Workers' International Association since March 1, 1999. He was elected to a second five-year term at the union's 41st General Convention in August 2004. Under Sullivan's leadership organizing and expansion of job opportunities have remained at the forefront in the movement towards growth.

In his capacity, he directs and supervises 185 local unions throughout the United States and Canada involving more than 150,000 members who provide skilled services to the sheet metal and air conditioning industry, the kitchen equipment industry, to the transportation industry in both freight/commuter railroads and shipyards, and to other metal-related manufacturing and service operations. In addition to these duties, he recently earned his Bachelor of Arts Degree from the National Labor College, serves as a Vice President of the AFL-CIO Executive Council and participates on numerous AFL-CIO Executive Committees. He is a Director on the ULLICO Board and also is a Vice President of the Building and Construction Trades Department. He is a trustee of the National Labor College, a member of the Board of Directors of the Wesley Theological Seminary, serves as the Labor Co-Chairman of the Democratic Governors' Association and is President of the Eugene Debs Foundation.

Mr. Sullivan previously served as SMWIA's General Secretary-Treasurer and had served as a Vice President of the SMWIA General Executive Council for 10 years. Mr. Sullivan began his career in sheet metal work in his hometown of Indianapolis, IN, where he completed his apprenticeship in 1969. He was elected Business Representative in 1973 and from 1979 to 1994 served as Business Manager and Financial Secretary-Treasurer of Local Union 20. During his tenure in Indiana, he was President of the Indiana Building and Construction Trades Council and Vice President on the State AFL-CIO. He was appointed by the Governor of Indiana to serve as a member of the Indiana Workers Compensation Commission and the Hoosier Alliance Against Drugs. He also was Chairman of the Labor Institute for Training and President of the Michigan-Indiana Council of Sheet Metal Workers.



Operative Plasterers' and Cement Masons' International Association (OPCMIA)

Interesting Facts Pertinent to DOE

- OPCMIA members are present throughout the DOE Complex to include the Hanford, Savannah River, and Oak Ridge sites, Idaho National Laboratory, Los Alamos National Laboratory, and Pantex, Paducah and Portsmouth plants.
- OPCMIA is a strong advocate of the Volpentest HAMMER Training Facility at Hanford as a user facility training model. Mr. Patrick Finley, OPCMIA General President, is also the HAMMER Steering Committee Executive Board of Directors Chairman.
- The DOE has funded, in part, numerous courses offered by OPCMIA Office of Training, Health & Safety at its training centers throughout the country including week-long Scaffold, Confined Space and Occupational Safety and Health Administration's (OSHA) 500 Train-the-Trainer courses and worker classes that include 40-Hour Hazardous Waste, 8-Hour Hazardous Waste Refresher, Scaffold User, Confined Space safety, and OSHA 10- and 30-Hour training. Some of these courses enable members to earn continuing education units through the OPCMIA's partnership with the National Labor College.
- Additional safety courses are taught through the National Institute for Environmental Health Sciences Brownsville Minority Worker Training Program, also funded in part by DOE.
- OPCMIA is one of the 11 Building and Construction Trades Unions that comprise the Center for Construction Research and Training's (CPWR) Hazardous Waste Worker Training and DOE Construction Consortium. The CPWR develops training primarily for these workers who perform a variety of activities involving hazardous materials and toxic waste at DOE restoration sites and Environmental Protection Agency Superfund sites.



Operative Plasterers' and Cement Masons' International Association (OPCMIA)

DOE-Related Issues

Requirements Standardization: A primary concern emanates from the OPCMIA's experience with the lack of standardization of worker health and safety requirements at DOE sites; the OSHA requirements are interpreted differently by the various contractor organizations; and the various contractors have diverse interpretations of the 851 Rule (Worker Health and Safety Rule) implementation requirements.

Health Hazards: OPCMIA workers are exposed to health hazards specific to their work that include respiratory, musculoskeletal, epidermal, and chemical-related health problems. Among these are: silicosis (lung disease) caused by the airborne cement and plaster dust; physical strains causing subsequent musculoskeletal disorders; skin contact with the chromium in the concrete (that, although not life threatening, can be career-ending due to its debilitating damage); and exposure to chemicals in work materials such as form oil, bonding agents, epoxy, etc. Workers sometimes face problems such as the unavailability of running water to properly clean off hazardous chemicals.

Central Worker Health Data Tracking Capability: The OPCMIA reports that the transient nature of the workforce also raises health and safety concerns. The OPCMIA supports the need for a central repository of information that would enable site-to-site tracking of worker data to include qualifications/training and experience, as well as monitor illness, injury, and exposure. However, it also acknowledges the significant challenges of the cost, security, privacy, infrastructural and operational factors. OPCMIA has requested the endorsement and support of DOE in efforts to establish a centralized worker data tracking system.

Collocated Hazards: The OPCMIA identified the need to address worker training for collocated hazards, the need for the broad-base training that would provide workers with the ability to respond to hazardous situations outside of their specific area of work, but within their overall work area/environment.

DOE Office of Health, Safety, and Security (HSS) Interface

- As a proponent of the HAMMER training model, DOE is considering expanding the HAMMER model by working with OPCMIA and other interested unions. OPCMIA proposes that a HAMMER facility on the east coast would be of tremendous benefit to DOE workers.
- OPCMIA supports beyond-compliance-training (e.g., OSHA 10-Hour Safety Training) with additional focus in areas such as confined space training, based on the members' typical exposure to excavation and confined-area work activities.
- OPCMIA has requested the endorsement and support of DOE in ensuring standardization of worker health and safety training requirements and with consistency in the implementation of the 851 Rule (Worker Health and Safety Rule) from site-to-site and by all contractor organizations.
- OPCMIA has proposed more recognition for trade hazards and the lack of accommodation (e.g., unavailability of running water to properly clean off hazardous chemicals) to mitigate such hazards at some sites.



Operative Plasterers' and Cement Masons' International Association (OPCMIA)

Total Membership: 45,000 (approximately 1/3 of the members are plasterers and 2/3 are cement masons)

About OPCMIA: OPCMIA plasterers and cement masons are highly regarded for their proud tradition, superior training, skilled craftsmanship and job safety. Founded in 1864 -- the first Building Trades Union -- today's OPCMIA proudly represents men and women working in the plastering and cement mason trades throughout the U.S. & Canada.

As the oldest Building and Construction Trades Union in the United States, the organization traces its roots back to 1864, during the American Civil War, when an organization known variously as the National Plasterer's Union or the National Plasterers Organization began to unify the various local craft unions that represented workers in the trade.

The new union endorsed the eight-hour-day movement and instituted apprentice training and regulations. The union amended its constitution in 1887 to include Canadian workers. Reflecting the fact that its members did more than finish cement, the union changed its name in 1951 to the Operative Plasterers' and Cement Masons' International Association.

Today, the OPCMIA continues to live by the principles upon which it was founded and which will continue to be its strength in the future. As it has been for over a century, the OPCMIA continues to be proud, strong and united.

OPCMIA members represent skilled plasterers, cement masons, shop hands and associated members.

Union plasterers finish interior walls and ceilings of buildings, apply plaster on masonry, metal, and wire lath or gypsum, and perform intensive restoration work on notable structures symbolic of our nation's history and a wide range of skilled work on both existing and new structures.

Cement masons are responsible for all concrete construction, including pouring and finishing of slabs, steps, wall tops, curbs and gutters, sidewalks and paving, and other essential concrete construction that built our nation.

The OPCMIA participates in the Helmets to Hardhats program, which eases the transition from military service to civilian jobs – connecting veterans to careers in construction.

The OPCMIA sponsors a nationwide Job Corps Training Program providing skills to at-risk young adults at nearly forty Job Corps Centers across the country.



Operative Plasterers' and Cement Masons' International Association (OPCMIA)



Patrick D. Finley
General President

- Joined Local 592, Philadelphia, Pennsylvania on August 24, 1979.
- Served as Fund Administrator for Local 592 Welfare and Pension Funds from November 1, 1989 until July 1, 1995.
- Served as Apprentice Coordinator and Organizer for Local 592 from November 1, 1989 until July 1, 1995.
- Appointed in 1992 and currently serves on the Board of Directors of Independence Blue Cross.
- Appointed Deputy International Representative of the Operative Plasterers' and Cement Masons' International Association on May 10, 1995.
- Appointed International Representative and Assistant to the General President of the Operative Plasterers' and Cement Masons' International Association on July 1, 1995.
- Appointed General Secretary-Treasurer of the Operative Plasterers' and Cement Masons' International Association on September 1, 1996.
- Elected General Secretary-Treasurer of the Operative Plasterers' and Cement Masons' International Association on August 2, 1999 at the 48th International Convention in Las Vegas, Nevada.
- Elected General Secretary-Treasurer of the Operative Plasterers' and Cement Masons' International Association on August 17, 2005 at the 49th International Convention in Las Vegas, Nevada.
- Appointed General President of the Operative Plasterers' and Cement Masons' International Association, effective January 1, 2007.



International Association of Fire Fighters (IAFF)

Interesting Facts Pertinent to DOE

- IAFF membership works at DOE facilities across the U.S. both onsite and surrounding localities.
- IAFF is an advocate of the Volpentest HAMMER Training and Education Facility at Hanford where training is conducted by trades people (peer instructors) using full scale mock-ups to support hands-on practices.
- The IAFF developed the DOE/IAFF training for radiation emergencies courses. This program trains fire departments and other emergency responders who may be called upon to respond to accidents involving radioactive materials within DOE sites and along DOE transportation corridors.
- The IAFF Hazardous Materials and Weapons of Mass Destruction training program is completely funded by federal grants and contracts from federal agencies such as DOE, National Institute for Occupational Safety and Health, National Institute of Environmental Health Sciences (NIEHS), Department of Transportation, and Department of Homeland Security. These grants have been critical to the IAFF's ability to offer effective HAZMAT training to fire fighters, law enforcement, public works personnel, and the private sector personnel within 150 miles of DOE facilities. Through this approach to worker health and safety, the NIEHS/DOE collaboration has allowed the IAFF to conduct over 250 health and safety training programs resulting in over 4,400 first responders trained since the inception of the program in 1998.



DOE-Related Issues

Workforce sustainability: IAFF has expressed concerns in sustaining a workforce as the fitness-for-duty requirements and medical requirements becoming more stringent. The union is also concerned about the wide variations in benefits available to the fire fighters in different collective bargaining agreements with the many DOE contractors. The union would like to see DOE-wide standards for metrics such as retirement age and health benefits.

Staffing and Response: IAFF representatives have expressed concerns related to inadequate staffing and response times to emergencies at some DOE sites (e.g., Hanford), in compliance with the National Fire Protection Association Codes (NFPA 1710) and DOE Order 440.1A (Worker Protection Management). Such codes are not designed with consideration of the potentially unique emergency response challenges of a nuclear site. Of related significance is the lack of mutual aid agreements/alliances with local emergency responders due to site-specific access restrictions.

DOE Office of Health, Safety, and Security (HSS) Interface

- DOE's ad hoc Fire Chiefs' Committee currently provides centralized leadership of DOE affiliate fire departments.
- DOE is working with IAFF in areas related to workforce sustainability and issues related to fitness-for-duty/medical requirements and reasonable accommodation.
- IAFF has expressed its appreciation to DOE for critical funding that has allowed the IAFF to offer effective HAZMAT training to fire fighters, law enforcement, public works, and the private sector within 150 miles of DOE facilities.
- Under an NIEHS/DOE Program, the IAFF provides a range of direct training programs (including train-the-trainer courses) to departments which may be called upon to respond to 10 DOE sites throughout the nation.
- IAFF strongly supports Volpentest HAMMER training (worker trainer/applied training concepts) and, along with many other unions, is working with DOE to explore the potential for expanding the HAMMER-model to other DOE sites. IAFF contends that HAMMER not only meets, but exceeds worker training needs to ensure worker health and safety at DOE sites such as Hanford.



International Association of Fire Fighters (IAFF)

Total Membership: 292,000

About IAFF: The IAFF represents more than 292,000 full-time professional fire fighters and paramedics who protect 85 percent of the nation's population. More than 3,100 affiliates and their members protect communities in every state in the U.S. and Canada.

Over the past 16 years, the IAFF's Hazardous Materials and Weapons of Mass Destruction Training Department has received more than \$48 million to develop curricula and directly train emergency personnel. More than 4,000 training programs have been delivered to 91,315 emergency responders over a wide geographical area, representing both rural and urban populations. Additionally, the IAFF has trained approximately 2,362 instructors who have gone on to provide training to an estimated 59,000 additional emergency responders.

The IAFF is the driving force behind nearly every advance in the fire and emergency services in the 20th century—from the introduction of shift schedules early in the last century to the enactment of Staffing for Adequate Fire and Emergency Response (SAFER) in 2003. With extremely active political and legislative programs, and with recognized experts in the fields of occupational health and safety, fire-based emergency medical services and hazardous materials training, the IAFF has established professional standards for the North American fire service.

The IAFF has a "Wellness-Fitness Initiative" in place at many of the larger fire departments across the country that provides fire fighters with additional assessments to their medical surveillance examinations. The IAFF, International Association of Fire Chiefs and ten pairs of local union and their municipalities joined together to form the Fire Service Joint Labor Management Wellness-Fitness Task Force. The Task Force has dedicated itself to developing a holistic, positive rehabilitating and educational approach to wellness and fitness programs in the fire service.



International Association of Fire Fighters (IAFF)



Harold A. Schaitberger
General President

Harold A. Schaitberger is General President of the International Association of Fire Fighters, representing more than 292,000 professional fire fighters and emergency medical personnel in every state in the U.S. and in Canada.

President Schaitberger is the ninth president in the IAFF's 90-year history, and was the first to have been elected by acclamation in 2000. He was re-elected to another four-year term in August 2008.

Under President Schaitberger's leadership, the IAFF's Political Action Committee, FIREPAC, has grown to more than \$3.75 million and ranks among the top one percent of PACs in the nation. His commitment to ensuring that the IAFF supports candidates and lawmakers who are friendly to fire fighters and their issues, regardless of political party, has significantly enhanced the union's power and influence at all levels of politics.

President Schaitberger also serves as a vice president of the Muscular Dystrophy Association. The IAFF's partnership with MDA has spanned more than 50 years, and with a renewed commitment to a comprehensive fundraising process under President Schaitberger's leadership, the IAFF has raised its support for MDA every year he has been president, including a record-breaking \$25 million contribution to Jerry's Kids in 2007.

During Schaitberger's tenure, the IAFF also raised and distributed more than \$160 million for the families of the 343 fire fighters killed in the line of duty on September 11, 2001, and the IAFF raised and distributed more than \$1.2 million to the fire fighters who suffered losses at the hands of Hurricanes Katrina, Rita and Wilma in 2005, as well as provided significant food, clothing, water, shelter and medical and psychological assistance to its more than 8,000 members in the hurricane zones.

The IAFF Financial Corporation, an innovative for-profit corporation whose only shareholder is the International Association of Fire Fighters, was also created and launched under Schaitberger's leadership. The IAFF-FC offers deferred compensation plans for fire fighter supplemental retirement assets, a quality mortgage and refinance program, online banking services and a full range of insurance protection, all with competitive pricing for IAFF members. After only five years in operation, the IAFF-FC deferred compensation program has \$1.6 billion in 457 plan retirement assets. IAFF members have registered \$330 million in loans with its home mortgage program, members and affiliates have deposited more than \$20 million with the IAFF-FC Banking Center and more than 7,600 members have taken advantage of the auto and home insurance program.

Schaitberger also serves on the AFL-CIO Executive Committee, is a vice president of the AFL-CIO's Executive Council and was a co-chair of Labor 2004, the AFL-CIO's election steering committee. He is currently the chairman of the Board of Trustees of the IAFF Burn Foundation and a board member of the IAFF Fallen Fire Fighter Memorial and the National Fallen Fire Fighter Memorial.



International Union of Operating Engineers (IUOE)

Interesting Facts Pertinent to DOE

- The IUOE has been involved with work at DOE cold war legacy sites since the Manhattan Project in 1945.
- The IUOE has worked, through cooperative agreements with DOE, to conduct training and hazard assessment of environmental cleanup technologies.
- The IUOE National HAZMAT Program is playing a key role in supporting and promoting safe work practices by the DOE workforce through training skilled workers in many crafts. Through this program, the IUOE is one of the largest providers of environmental health and industrial safety training, using federal standards developed by the Occupational Safety and Health Administration, the Environmental Protection Agency (EPA), and DOE.
- The IUOE and its consortium members provide training under the EPA Hazardous Waste Worker Training Program, HAZMAT Disaster Preparedness Training Program, and the DOE Nuclear Worker Training Program.
- IUOE has provided important support to DOE's Integrated Safety Management Program through broad safety and health training at a number of DOE sites including Oak Ridge, Idaho, and Hanford.
- The Energy Security and Restoration Program provides assistance to the National Energy Technology Laboratory to provide training, guidance, and orientation for responders.



International Union of Operating Engineers (IUOE)

DOE-Related Issues

Central Worker Data Tracking Capability: A common area of interest for both DOE and the labor unions is the ability to collect and track worker data for a dynamic workforce. IUOE supports a central repository of information would enable site-to-site tracking of worker data to include qualifications/training and experience, as well as monitor illness, injury, and exposure. The IUOE's HAZMAT Program currently houses worker training data since 1993, but only for those workers with HAZWOPER training or other safety and health-related training such as OSHA courses. IUOE is looking to expand this current worker training database to include skill training and certification data. At a minimum, IUOE and other unions would like to see standardization and a method of confirmation that all workers at DOE sites fulfill DOE mandatory minimum training requirements that would enable a safer work environment from site-to-site.

Succession Planning: IUOE is concerned about an aging workforce, loss of institutional knowledge, and thus is working to find ways to encourage and interest young people in apprentice programs.

DOE Office of Health, Safety, and Security (HSS) Interface

Worker Health and Safety Training: A proponent of HAMMER-modeled training, DOE is working with IUOE and other interested unions to address the potential for expanding the HAMMER training model complex-wide. IUOE expressed an interest and would like to continue discussions with DOE to develop a HAMMER-modeled training facility in the eastern region of the U.S.

DOE Alliance: The IUOE has had a long-term alliance with the Mine Safety and Health Administration (MSHA). A trained workforce, information sharing and networking are some of the important benefits shared by member organizations. Trusting, cooperative relationships have been built through this alliance, IUOE is looking to the potential for that type of relationship with DOE, as well. IUOE is excited about the opportunity to identify activities in which IUOE can work more closely with DOE in the area of training.



International Union of Operating Engineers (IUOE)

Total Membership: 400,000

About IUOE: The IUOE is a progressive, diversified trade union which primarily represents Operating Engineers, who work as heavy equipment operators, mechanics, and surveyors in the construction industry, and Stationary Engineers, who work in operations and maintenance in building and industrial complexes, and in the service industries. The IUOE also represents health industry workers as well as significant numbers of public employees engaged in a wide variety of occupations.

Founded in 1896, the IUOE today has over 400,000 members in 138 Local Unions throughout the United States and Canada. The IUOE is the 12th largest union in the AFL-CIO. In addition, nearly 100 apprenticeship and training programs, which are jointly managed by the IUOE and employers, ensure that IUOE members are highly trained and skilled craft workers.

A 1995 cooperative agreement between DOE and IUOE provided an opportunity for the conduct of safety and health assessments of new environmental technologies. These assessments have produced several products that are providing far-reaching impacts for protecting workers during current clean-up activities and as they advance through their careers.

In 2006, the IUOE established the National Training Fund to serve as an umbrella organization for all of the IUOE's training programs, coordinating policies, strategies and activities with extensive support and input from the local unions. The IUOE has cooperative working agreements with DOE to administer and operate the nation's foremost HAZMAT training program.

The IUOE has had a long-term alliance with the MSHA. A trained workforce, information sharing and networking are some of the important benefits shared by member organizations.



International Union of Operating Engineers (IUOE)



Vincent J. Giblin
General President

The General Executive Board of the IUOE elected Vincent J. Giblin as general president on March 1, 2005. A 40-year veteran of Local 68 in New Jersey, Mr. Giblin served as business manager of the local from 1975 to 2004. He was elected an International vice president in 1989, a position he held until his election as general secretary-treasurer. In addition, he served as president of the Northeast Conference of Operating Engineers and chaired the IUOE Stationary Committee.

He was named a member of the Board of Directors of Blue Cross-Blue Shield of New Jersey in 1993 and has served as chairman of the Board since July 1994. He also has served in various capacities on myriad government and industry endeavors, including the New Jersey Economic Development Authority, the New Jersey Department of Labor's Office of Boiler Pressure Vessel Compliance, and the Atlantic City Gaming Commission.

Mr. Giblin is a graduate of the Harvard University Trade Union Program. He is married and has three children.



Building and Construction Trades Department - Laborers' International Union of North America (LIUNA)

Interesting Facts Pertinent to DOE

- LIUNA has the capability to conduct comprehensive training to include site orientation, customized training (with emergency response capability).
- LIUNA has developed a model for the type of ambitious and forward-looking partnerships required to tackle the massive clean-up operations. The model was originally developed in the U.S., where it has won a reputation through Superfund and other high profile projects.
- LIUNA is one of the 11 Building and Construction Trades Unions that comprise the Center for Construction Research and Training's Hazardous Waste Worker Training Program (HWWTP) and DOE Construction Consortium. The Consortium provides training under the HWWTP, the DOE Weapons Complex Program and the Hazmat Disaster Preparedness Training Program.
- LIUNA has signed Partnering Agreements for some of the largest clean-up projects in history. Agreements have been signed with a full range of government agencies, such as the Environmental Protection Agency, and the Occupational Safety and Health Administration, as well as with private sector enterprises. They have established an Environmental Partnering Agreement with individual employers intended for use as a stabilization agreement for environmental remediation projects to promote efficiency of operations on the projects.
- The LIUNA president sits on the Apollo Alliance Board of Directors. The Apollo Alliance is a coalition of labor, business, environmental, and community leaders working to catalyze a clean energy revolution that will provide work for millions of Americans in a new generation of high-quality, green-collar jobs.



**Building and Construction Trades
Department - Laborers' International
Union of North America (LIUNA)**

DOE-Related Issues

- LIUNA is concerned about DOE site accessibility and the need for standardization of training requirements.
- LIUNA has expressed the potential for significant training program cost savings by developing and adhering to standardized requirements and enforcing training reciprocity among DOE sites. This would allow for cost-effective workforce mobilization.

DOE Office of Health, Safety, and Security (HSS) Interface

- Worker health and safety training: Since 1992, and through National Institute for Environmental Health Sciences training grants, LIUNA has worked with DOE to train its workers in hazardous waste, radiological, and asbestos abatement. The union emphasized not only its ability to provide mobile training, but to respond to immediate/emergency training needs.



Building and Construction Trades Department - Laborers' International Union of North America (LIUNA)

Total Membership: 720,000 across the U.S. and Canada; 350,000 represent construction and manufacturing trades.

About LIUNA: LIUNA is one of 13 unions that comprise the Building and Construction Trades Department which provides a collective knowledge and experience base for these unions.

Much of LIUNA's success lies in its ability to work with and through government programs, standards and agencies. Interfaces and collaborations with which LIUNA is involved are in the form of national agreements in the areas of pipeline construction, demolition, masonry, environmental remediation, service contracts (i.e., food, janitorial services) and nuclear services (general maintenance not including construction).

LIUNA has an ongoing partnership with its signatory contractors through the Laborers-Employers Cooperation and Education Trust through which it provides services of a trade association to contractors and local union officials. LIUNA's strength is its cross-trained workforce that enables flexibility and mobility of its workers and training programs – for example, the work of eight separate crafts may be performed by one cross-trained Laborer.

LIUNA Tri-Funds exist by virtue of collective agreement provisions for employer contributions to union health, education and welfare plans. They include the Laborers-Associate General Contractors (AGC) Education and Training Fund; the Laborers Health and Safety Fund of North America; and the Laborers-Employers Cooperation and Education Trust.

Laborers' - AGC formed as a partnership between LIUNA and the Association of General Contractors. The Laborers' – AGC is a labor/management trust fund that serves primarily as the training arm of the LIUNA. Laborers' – AGC is an umbrella organization that assists 70 affiliated training funds across the U.S. and Canada, training workers of LIUNA local unions and environmental and construction related contractors.

The Laborers' Health and Safety Fund of North America is a partnership between LIUNA and signatory employers designed to provide occupational health and safety services to LIUNA members, locals, and employers.

The Laborers-Employers Cooperation and Education Trust is a partnership established in 1989, between LIUNA and signatory contractors, to generate business opportunities for union contractors and jobs for Union members in environmental cleanup and traditional construction fields. Over 20 local and regional trusts utilize the National Trust to provide market services to union contractors and LIUNA members.



**Building and Construction Trades
Department - Laborers' International
Union of North America (LIUNA)**



Terrence M. O'Sullivan
General President

Terrence M. O'Sullivan has been General President of LIUNA since 2000. He is known as an innovator among the newest generation of labor leaders dedicated to aggressive and sometimes radical approaches designed to increase the power of working people in the 21st Century.

O'Sullivan has guided the more than 500,000 collective bargaining members of LIUNA to the forefront of the labor movement, reshaping the union into one of the fastest-growing, most aggressive and progressive unions in North America. Despite the decline in overall union membership in the U.S., LIUNA has shown steady and consistent growth.

LIUNA members literally and figuratively build America with their work in construction, hazardous waste remediation, state and municipal government, the Postal Service, health care, maintenance and food service.

Since taking office, O'Sullivan has restructured and refined the union's goals, programs, and services. Under his leadership, the Union has adopted "organize or die" as its day-to-day motto, while at the same time increasing its commitment to member activism, capital strategies, grassroots politics, labor-management cooperation, apprenticeship, training and education.

At LIUNA's 2006 Convention, O'Sullivan led delegates to an historic commitment for helping more workers join the union with the passage of resolutions that will raise more than \$100 million a year for organizing – more than any construction union and more than virtually any union in North America. He also led the charge for greater political strength with unprecedented commitments for voter registration, member activism and fundraising.

O'Sullivan is widely known as a fiery speaker who motivates and inspires his audience to action at rallies, conventions, meetings and other events.

O'Sullivan is a long-time, vocal supporter and activist for Sinn Fein to secure peace, justice and a united Ireland. He is Executive Vice President of D.C. Friends of Ireland and President of New York Friends of Ireland.



International Chemical Workers Union Council / United Food and Commercial Workers International Union (ICWUC/UFCW)

Interesting Facts Pertinent to DOE

- UFCW chemical workers work in many different manufacturing industries including petroleum and coal, fertilizers, pharmaceuticals, pesticides and other agricultural chemicals in smelters and refineries as well as natural gas distribution and power plants. UFCW members work with extremely hazardous substances and have a vested interest in their facilities' safe operation.
- The ICWUC, in cooperation with a multi-union consortium, provides training under the Hazardous Waste Worker Training Program, the Hazmat Disaster Preparedness Training Program, and the DOE Training Program. The training goal is to continue delivering chemical emergency response training (OSHA 1910.120, Paragraph q) to thousands of workers with collateral duty who are exposed daily to a wide variety of hazardous substances and who could be called on to respond to a variety of emergencies and thousands of DOE workers. In addition, the training provides students with the confidence, tools and problem-solving skills needed to identify inadequacies in their facilities' hazardous materials programs and chemical emergency response programs.
- The DOE ICWUC consortium, primarily with the assistance of the International Association of Machinists, provides initial, as well as refresher, training to workers who are or have the potential to be employed on demolition, decommission, and decontamination projects at DOE nuclear weapons facilities. Under DOE grants, the ICWUC developed worker trainers from the targeted sites who develop all curriculums, evaluate all programs and are trained to utilize EPA software to model chemical releases. The consortium is conducting such training primarily at four nuclear facilities: Hanford, Oak Ridge, Los Alamos, and Kansas City. Workers at these sites are exposed to a variety of hazards, including radiation, heavy metals, solvents, acid gases, through their normal work, as well as due to releases and other incidents in these aging plants.



**International Chemical Workers Union
Council / United Food and Commercial
Workers International Union (ICWUC/UFCW)**

DOE-Related Issues

Workplace Safety: ICWUC has investigated workplace hazards, injuries and fatalities since the early 1980s, and recently testified before the House Subcommittee on Transportation Security and Infrastructure Protection about the industrial hazards chemical plant workers face on a daily basis. The union has called on Congress to increase funding for the Chemical Safety Board and recommended stronger enforcement of Occupational Safety and Health Administration (OSHA) standards so that incidents linked to chemical hazards can be fully investigated and that standards are followed. The union has also expressed the importance of worker involvement in chemical plant security plans, as well as the need for effective training requirements, strong whistleblower protections and safety technology in this industry.

DOE 851 Rule Implementation: The ICWUC reported lack of consistency in health and safety program integration with regard to the 851 Rule (Worker Health and Safety) and believe that inconsistent contractor implementation of the 851 Rule is a workplace safety issue.

DOE Office of Health, Safety, and Security (HSS) Interface

DOE Worker Health and Safety Requirements: DOE is working with the labor unions and the National Institute of Environmental Health Sciences through education, awareness, and assessments to identify implementation gaps and work to ensure consistency in implementation of worker health and safety training requirements with focus on the 851 Rule.

Worker Involvement: ICWUC feels strongly about the importance of worker involvement not only in training, but in all aspects of worker health and safety program development and implementation, and activities, to include lessons learned, corrective actions programs, and accident investigations.



International Chemical Workers Union Council / United Food and Commercial Workers International Union (ICWUC/UFCW)

Total Membership: UFCW-1.4 million, ICWUC-90,000

About ICWUC/UFCW: Founded in 1944, the ICWUC is one of the youngest unions in the U.S. and Canada, with a membership of almost 90,000.

The ICWUC merged with the UFCW in 1996, establishing a mutually beneficial partnership.

The UFCW represents approximately 1.4 million workers in the U.S. and Canada in many industries, including agriculture, health care, meatpacking, poultry and food processing, manufacturing, textile and chemical trades, and retail food. The UFCW Occupational Safety and Health Office develops programs and materials to improve safety on the job for workers in a wide range of occupations—from meatpacking and food processing plants to grocery stores, nursing homes and garment and textile factories. The Office continues to fight for a strong ergonomics standard to prevent needless workplace repetitive strain injuries. It has received numerous Department of Labor (DOL) grants that fund the following programs: outreach programs on ergonomic hazards and training for members in the meatpacking, poultry and food processing industries; educational programs and materials on preventing lifting injuries among UFCW nursing home members; and, training programs and materials on preventing workplace violence for retail workers. Staff also conducts dozens of hazard identification and training programs for UFCW members and leaders each year.

The ICWUC Center for Worker Health & Safety Education is a multi-union safety training program that offers a wide range of courses. Operated by the ICWUC, the Center was founded in 1987 in cooperation with the United Steelworkers of America through a grant from the National Institute for Environmental Health Sciences. The Center's consortium also includes the International Association of Machinists, the Coalition of Black Trade Unionists, the American Federation of Teachers, the American Federation of Government Employees and the American Nurses Association and the University of Cincinnati. The Center primarily offers chemical emergency response courses for workers who respond to industrial leaks and spills. It also offers a number of other courses in occupational health and safety. The ICWUC represents more than 20,000 chemical workers in 32 states.



**International Chemical Workers Union
Council / United Food and Commercial
Workers International Union (ICWUC/UFCW)**

Frank Cyphers
ICWUC President

- 2007 Elected to the position of President of the ICWUC/UFCW.
- 2001 Appointed to the position of Secretary-Treasurer of the ICWUC/UFCW (in 1996 the ICWU and UFCW merged). Elected at two subsequent conventions to the same position.
- 1999 Elected by the ICWUC convention as Vice-President/Regional Director.
- 1998 Appointed to the position of Vice-President/Regional Director of the ICWUC in the northeast U.S.
- 1990 Hired as a Staff Representative by the ICWU. Attended and graduated from various programs at the George Meany Center for Labor Education.
- 1987 Elected President of Local 436. Negotiated the first Health & Safety language in Local 436's contract where the employer fully paid for five members of the union to attend a week-long program annually at a nationally recognized health and safety organization for professional certification. Participated with National Institute for Occupational Safety and Health and OSHA on several epidemiological problems.
- 1974 First elected union leadership position in Local 436. Varying union leadership positions until 1990.
- 1972 – 1990 Millwright Mechanic with American Cyanamid Company, Wallingford, CT Continuous training in HAZMAT while employed in this facility.
- 1968 – 1970 U.S. Marine Corps. Vietnam service with two combat promotions.



International Chemical Workers Union Council / United Food and Commercial Workers International Union (ICWUC/UFCW)



Joseph T. Hansen
UFCW International President

Joseph T. Hansen is leading the transformation of the UFCW into a dynamic, growth-focused organization poised to unite the millions of North American workers who want and need a union. After four decades of union activism, Joe's mission is essentially the same as it was when he began his career: organizing workers for power and uniting them at the bargaining table to win middle class wages, benefits, and respect on the job.

Today, Joe stands at the helm of the broad-based worker movement to win respect for work and those who do the work. Joe is an effective voice for working people, advocating for affordable, quality health care for all; for comprehensive and humane immigration reform; and for the millions of working people who want a voice on the job. He is helping revitalize the labor movement to meet the challenges of the global economy – by delivering union jobs that provide wages that pay the bills, retirement security, and affordable health care. His leadership is bringing new hope and opportunity for workers and their families to improve their living standards and live a middle class life.

Joe has been active in the global union movement since 1994. His early experience with global unionism provided him with the foresight to realize that only global solidarity can confront global corporations. He took office as president of Union Network International (UNI), an international labor organization representing 15 million workers in 900 unions in more than 100 countries, in 2003. He was reelected president at its second World Congress in Chicago in 2005.

In the United States, lawmakers and opinion leaders seek his perspective and leadership on two of the most important challenges facing American workers in the 21st century—health care and immigration reform.

Volpentest HAMMER Training & Education Center (HAMMER)

Interesting Facts Pertinent to DOE

- The Hazardous Materials Management and Emergency Response (HAMMER) Center is operated by Fluor Hanford on behalf of DOE at Hanford.
- HAMMER is a unique training complex that combines more hazardous materials and emergency response training facilities than any other complex in the U.S. HAMMER plays an important role in preparing workers and emergency responders for high-risk tasks using new technologies through unique training capabilities. Such training includes hands-on and simulation in realistic environments along with classroom and web-based materials. HAMMER Training Aids offers life-size devices in a realistic environment for emergency response mockups and customer specific drill scenarios.
- HAMMER serves as a training complex for workers and emergency responders for many federal, state, county and city agencies. In addition, it has hosted international border security training for personnel from over 50 countries. Visitors to HAMMER generate revenues for the local economy, with an estimate of \$750,000 in 2007.
- DOE is the lead agency that manages HAMMER, with other agencies (U.S. Environmental Protection Agency, the Department of Transportation, the Federal Emergency Management Administration, and the Occupational Safety and Health Administration) participating as partners. The Hanford Atomic Metal Trades Council, the Central Washington Building Trades, international labor unions, and some regional tribal governments that need HAMMER training for their members also are active partners. These partnerships are important for HAMMER to minimize training costs, increase worker productivity, and improve safety performance.
- HAMMER is the only training facility in the country that has been awarded Star Status in DOE's Voluntary Protection Program for maintaining injury rates at least 50–75% lower than industry averages.
- Other agencies and organizations such as the National Guard, Department of Homeland Security, and Federal Law Enforcement Training Center have used HAMMER to train its personnel. HAMMER received \$1 million in the FY 2008 Defense Appropriations Act to continue National Guard training to respond to weapons of mass destruction.

Volpentest HAMMER Training & Education Center (HAMMER)

DOE-Related Issues

Worker Health and Safety Training: HAMMER has identified the need to improve the standardization and compliance of worker health and safety requirements, specifically between contractor organizations as well as between DOE sites and facilities. HAMMER is also concerned about the lack of consistency in the contractor implementation of training requirements and proposes more descriptive requirements language in contract bid requirements.

DOE Office of Health, Safety, and Security (HSS) Interface

DOE is working with HAMMER and interested unions to enhance awareness, education, and site-wide consistency in the implementation of worker health and safety training requirements.

DOE supports the key concepts of the HAMMER training model that includes worker involvement, train the trainer programs, peer instructors, hands-on training, and partnerships/collaborations. The DOE National Training Center is looking at this training model as it expands its worker safety training role and will actively coordinate with HAMMER, National Institute for Environmental Health Sciences, and others who have a training relationship with DOE.

Although an established and recognized training facility, funding and the need for buy-in of the HAMMER facility programs from DOE, labor organizations, contractor management, and other agencies is critical to the success of the common vision, mission, and goals of worker health and safety at DOE sites.

The HAMMER training program and facility is advocated by the unions and other training organizations as an ideal in not only meeting, but exceeding worker training needs.

Volpentest HAMMER Training & Education Center (HAMMER)

About HAMMER: HAMMER's mission is to provide premier hands-on training and realistic training to protect the safety and health of workers, the public and the environment, and to improve worker productivity. The HAMMER Steering Committee is one such partnership. It is comprised of nationally-recognized leaders who bring their experience and volunteer their time to HAMMER management and help develop and sustain HAMMER. Committee insight and recommendations strongly influence HAMMER policies, strategies and direction.

HAMMER Training Programs include: Emergency Operations; Environmental and Waste Management; Fire Operations; Homeland Security; Law Enforcement; Occupational Safety and Health; and Transportation. Typical training includes radiation protection, respiratory protection, handling hazardous waste, hoisting and rigging, asbestos handling, emergency preparedness and deactivation and decommissioning mockups.

HAMMER is co-located with the Hanford Patrol Training Academy where thousands of local, state, and federal law enforcement personnel train annually.

Volpentest HAMMER Training & Education Center (HAMMER)



Karen McGinnis
Executive Director

Fluor Hanford's Karen McGinnis directs the HAMMER/Hanford Training organization for DOE. She has been with HAMMER since 1991, from concept and construction to operation. She is responsible for managing the growing facility and expanding training programs for the Hanford workforce. McGinnis is also responsible for establishing and facilitating the HAMMER Steering Committee - one of the most effective stakeholder forums within the DOE complex. As a non-voting member, McGinnis serves on the HAMMER Steering Committee Executive Board, interacting with leaders from local and national labor, industry, academia, and government on a regular basis.

Volpentest HAMMER Training & Education Center (HAMMER)



Training as Real as it Gets!

HAMMER Steering Committee Executive Board Members



Patrick Finley
Chairman



Mike Sullivan
Vice-Chairman



Gary Petersen
V.P. Hanford
Programs, TRIDEC



Jim Spracklen, HAMMER
Senior Program Manager,
Richland Operations Office,



Karen McGinnis
Executive Director

HAMMER Steering Committee

The HAMMER Steering Committee is a group of nationally recognized leaders who offer their time and experience to HAMMER management in an interactive setting where everyone shares a common commitment—reducing health and safety risks to workers, emergency responders, and the public. Committee insight and recommendations strongly influence HAMMER policies, strategies, and direction. As an integral element of the partnership, the Steering Committee helps develop and sustain HAMMER.

Bearden, Jim	Administrative Assistant District 751 IAM & AW	International Association of Machinists & Aerospace Workers
Bohnee, Gabe	Director, Environmental Restoration and Waste Management	Nez Perce Tribe
Brockman, David A. *	Manager, Richland Operations Office	US Department of Energy
Bryan, William N. *	Deputy Assistant Secretary, ISER Office of Electricity Delivery and Energy Reliability	US Department of Energy, Headquarters
Burke, William H.	Chief, Walla Walla Tribe	Confederated Tribes of the Umatilla Indian Reservation
Cant, Stephen	Director, Department of Occupational Safety and Health	Washington State Department of Labor and Industries
Cummins, Richard W.	President	Columbia Basin College
Davis, David	President	Central Washington Building & Construction Trades Council
Elkins, Bill	Project Director	Bechtel National, Inc.
Finley, Patrick	General President	Operative Plasterers' & Cement Masons' International Association of the United States & Canada
Forgette, Francois X.	Regent	Washington State University
Geppert, Adolph B.	Vice President, Training Services	EnergX, LLC
Giblin, Vincent J.	General President	International Union of Operating Engineers
Graham, Mike	National Secretary	Prospect North in the Liverpool Office
Grumbly, Thomas P.	Vice President, Energy, Environmental & Transportation	Lockheed Martin
Guevara, Arnold E. *	Acting Director, National Training Center Office of Health, Safety and Security, HS-50	US Department of Energy, Headquarters
Hammer, Matt	President and CEO	Vivid Learning Systems

* Non-voting member
Revised on March 25, 2009

Volpentest HAMMER Training & Education Center (HAMMER)

Hill, Edwin D.	International President	International Brotherhood of Electrical Workers, AFL-CIO
Hite, William P.	General President	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the US & Canada
Hunt, Joseph J.	General President	International Association of Bridge, Structural, Ornamental, & Reinforcing Iron Workers
Jackson, George W.	Senior Vice President, Fluor Government Operations, West	Fluor Government Group
Jim, Russell	Program Manager, Environmental Restoration	Yakama Nation
Johnson, William J.	President and Project Manager	Washington River Protection Solutions, LLC
Kane, Peter	GMB Convener, elected in 2001	Sellafield (United Kingdom)
Lehew, John, III	President and Chief Executive Officer	CH2M HILL Plateau Remediation Company
McCarron, Douglas J.	General President	United Brotherhood of Carpenters & Joiners of America
McGinnis, Karen A. *	Director, HAMMER/Hanford Training	Fluor Hanford, Incorporated
McGuire, Henry E., Jr.	Senior Vice President DOE and Nuclear Programs	Tetra Tech
Merrill, Barry	Acting Associate Laboratory Director National Security Directorate	Pacific Northwest National Laboratory
Molnaa, Dave	President	Hanford Atomic Metal Trades Council
Niles, Ken	Assistant Director, Nuclear Safety Division	State of Oregon, Department of Energy
Olinger, Shirley J. *	Manager, Office of River Protection	US Department of Energy
Parker, Philip S.	Director, Human Resources Magnox Electric South	Energy Solutions UK, Ltd.
Patrick, Connie L.	Director, FLETC	US Department of Homeland Security
Payne, Henry (Hank)	Director Office of Training and Education	US Department of Labor, OSHA Training Institute
Perkins, Capt. Tom	Fire Fighters Local I-24, IAFF/Hanford Fire	Fluor Hanford, Incorporated
Petersen, Gary R.	Vice President, Hanford Programs	Tri-City Development Council
Potoka, Bruce	Project Officer, Environmental Response Training Program	US Environmental Protection Agency
Sargent, Dave L. *	Director, Office of Hazardous Materials Initiatives & Training	US Department of Transportation
Schaffer, Thomas	Metal Trades General Representative	National Metal Trades Department, AFL-CIO
Schaitberger, Harold	General President	International Association of Fire Fighters
Skwarek, Raymond J.	VP/Director, Project Services	Washington Closure Hanford
Smith, Tom	Acting Branch Chief, Programs and Systems Dev Federal Emergency Management Agency	US Department of Homeland Security
Stephens, Doug	Project Manager, USW/TMC Grant Programs	United Steel Workers
Sullivan, Michael J.	General President	Sheet Metal Workers' International Association
Charlie Thomson/ David Whitnall	Union Representatives	Unite the Union (United Kingdom)
Watts, James L.	Vice President, Business Initiatives	Federal Engineers and Constructors
Weaver, Ronald	COL (Retired)	Washington Military Department
Weis, Michael J *	Manager, Pacific Northwest Site Office	US Department of Energy
Williams, James A	General President/Director of Organizing	International Union of Painters and Allied Trades, AFL-CIO

* Non-voting member
Revised on March 25, 2009



National Council of Security Police (NCSP)

Interesting Facts Pertinent to DOE

- NCSP unions represent Protective Force personnel at all major sites throughout the DOE/NNSA complex. These include constituent sites of the nuclear weapons complex, other sites with significant Special Nuclear Material holdings, and other sites including the Strategic Petroleum Reserve and DOE Headquarters in Washington DC.
- NCSP has worked closely with DOE at both the policy and line management levels to advance the working environment of Protective Force members.
- NCSP has also been a strong advocate for maintaining effective security and ensuring the professionalism of Protective Forces. After 9/11, NCSP emerged as a strong voice in support of raising and maintaining security in the DOE complex, and continues to be a powerful advocate for security effectiveness.
- NCSP constituent unions are active in 13 states, and energetically pursue close relations with the Congressional delegations in their respective states and districts



DOF-Related Issues and HSS Interface

- ## DOE Office of Health, Safety, and Security (HSS) Interface

- 65



National Council of Security Police (NCSP)

Total Membership: NCSP Represents about 3,600 DOE Protective Force Police Officers

About NCSP: The National Council of Security Police is a voluntary non-profit organization formed to aid and assist constituent labor organizations in areas related to issues affecting protective force personnel at DOE sites and legislative programs addressing employment conditions of protective force personnel at DOE sites. Membership in the NCSP is open and available to all labor organizations representing protective force employees employed at the following DOE sites:

- Lawrence Livermore National Laboratory
- Portsmouth Gaseous Diffusion Plant
- Knolls Atomic Power Laboratory
- East Tennessee Technology Park
- Oak Ridge National Laboratory
- Y12 National Security Complex
- Strategic Petroleum Reserve
- Sandia National Laboratory
- Los Alamos National Laboratory*
- Idaho National Laboratory
- Oak Ridge Protective Force
- Savannah River Site
- Kansas City Plant
- Nevada Test Site
- Hanford Plant
- Pantex Plant
- DOE HQ (Forrestal and Germantown)

NCSP-affiliated unions include: Security Police Officers Association; Pantex Guard Union; Independent Guard Association of Nevada; International Guard Union of America; Security, Police and Fire Professionals of America; and Security Operations Specialists Association.

The purposes and objectives of the NCSP are to:

- Aid and assist constituent labor organizations deal with issues affecting protective force personnel at DOE sites;
- Develop legislative programs addressing employment conditions of protective force personnel at DOE sites and to work with DOE officials in establishing uniform regulations and rules;
- Meet with Federal and State legislators and DOE officials for the purpose of discussing issues affecting protective force personnel and to lobby these legislators and officials
- Meet for the purpose of discussing DOE site issues and to develop strategies to address these issues;
- Exchange information that concern the working conditions of protective force personnel. Such information includes, but is not limited to, Collective Bargaining Agreements, Arbitration Awards, Grievance Settlements, and DOE Site Rules and Regulations.

* The Los Alamos National Laboratory security force is represented by the International Guard Union of America. This union is a former member of the NCSP, and is an active participant in the DOE global security family.

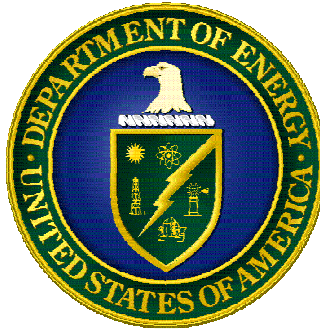


National Council of Security Police (NCSP)



Mike Stumbo
President

Mike Stumbo is currently the President of the NCSP which represents approximately 3,600 DOE Protective Force Police Officers. He has been employed at the Pantex Plant for 20 years. Mr. Stumbo is a certified peace officer for the state of Texas and received his certification as a Safety and Health Official In General Industry and Construction from the OSHA Training Institute in Dallas Texas.



Information compiled by
Office of Health, Safety, and Security (HSS)
Under the direction of Glenn Podonsky – Chief Health, Safety
and Security Officer

For any questions, please contact
Mari-Josette Campagnone at (301) 903-7053
or
Lillian Alexander at (301) 903-7752

